The Signalman's Journal

Volume 80, Number 1 February 1999

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News Digest

Betting on a Union Voice for Casino Workers

As a result of a joint effort by the Kenosha Wisconsin Central Labor Council and four unions, as many as 3,500 workers at a proposed Menominee Indian Nation casino now have winning odds to improve their lives through union representation after the casino begins operating.

The historic agreement, which fully respects the tribes sovereignty, resulted from the efforts of a coalition spearheaded by the Kenosha Council - including AFSCME District Council 40, the Food and Commercial Workers, Hotel Employees and Restaurant Employees and Professional and Technical Engineers. It will allow workers at the proposed Paradise Key Casino to organize and bargain collectively. The agreement also expands the rights of the casino employees beyond what is required under state and federal labor laws.

"Working together, we've been able to make sure that these future workers will have the chance for family-supporting jobs that will come as a result of unionization and from the investment in the community from the Menominee Indian Nation," says labor council President Bill Buzza.

That agreement follows an earlier labor agreement between the Menominee Nation and Southwestern Wisconsin Building and Construction Trades Council.

Clues Found in Derailment

Three years after saboteurs derailed Amtrak's Sunset Limited near Phoenix, Arizona, killing a porter and injuring 78, the FBI said its painstaking search for the perpetrators could be nearing an end.

With help from Arizona law enforcement authorities, FBI agents recently pulled several vehicles from an 800-foot vertical mine shaft, about 35 miles north of the crash site. One of the vehicles, a rusted, twisted dune buggy suited for desert travel, may be linked to the derailment.

Then agents found something perhaps even more crucial: a long tool called a "J-hook." Experts say it's possible such a tool could be used to extract railroad spikes.

In addition, the FBI increased an outstanding reward offer to $320,000, up from $120,000.

OSHA Proposes Fines of More Than $1.7 Million Against Kansas Grain Storage Facility

Secretary of Labor, Alexis M. Herman announced that "Unforgivable" working conditions at a Kansas grain storage facility that triggered a deadly explosion last June have resulted in more than $1.7 million in proposed penalties to DeBruce Grain, Inc.

Herman said that inspectors from the Occupational Safety and Health Administration (OSHA) found grain dust accumulations in some places many times the depth considered safe. Seven employees died and 10 were injured when excessive grain dust ignited and caused a series of explosions throughout the facility.

"It is unforgivable that DeBruce officials would so callously disregard federal safety standards and risk the lives of their workers," said Herman. "No monetary penalty can replace the lives lost nor make up for the pain suffered by those injured. American workers must not become victims to indifference."

Sweatshop Initiative Announced

The Labor Department has announced plans to form new rapid response teams to deal with the growing number of illegal sweatshops operating in this country. More than 200 additional inspectors will be assigned to the field so that the U.S. government can crack down on U.S. plants that violate federal wage and hour standards, said Labor Secretary Alexis Herman during an October 6 conference on creating a code of conduct for factories that produce goods bearing college logos.

Letters appearing in this column do not necessarily represent official BRS position or policy. Parties wishing to write the Editor should address their letters to:

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Box U
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The Signalman's Journal reserves the right to edit letters for clarity, punctuation and length. All letters must be signed; however, names will be withheld from publication upon request.

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Cover: SP Signal 6485 located just outside of Marfa, Texas.

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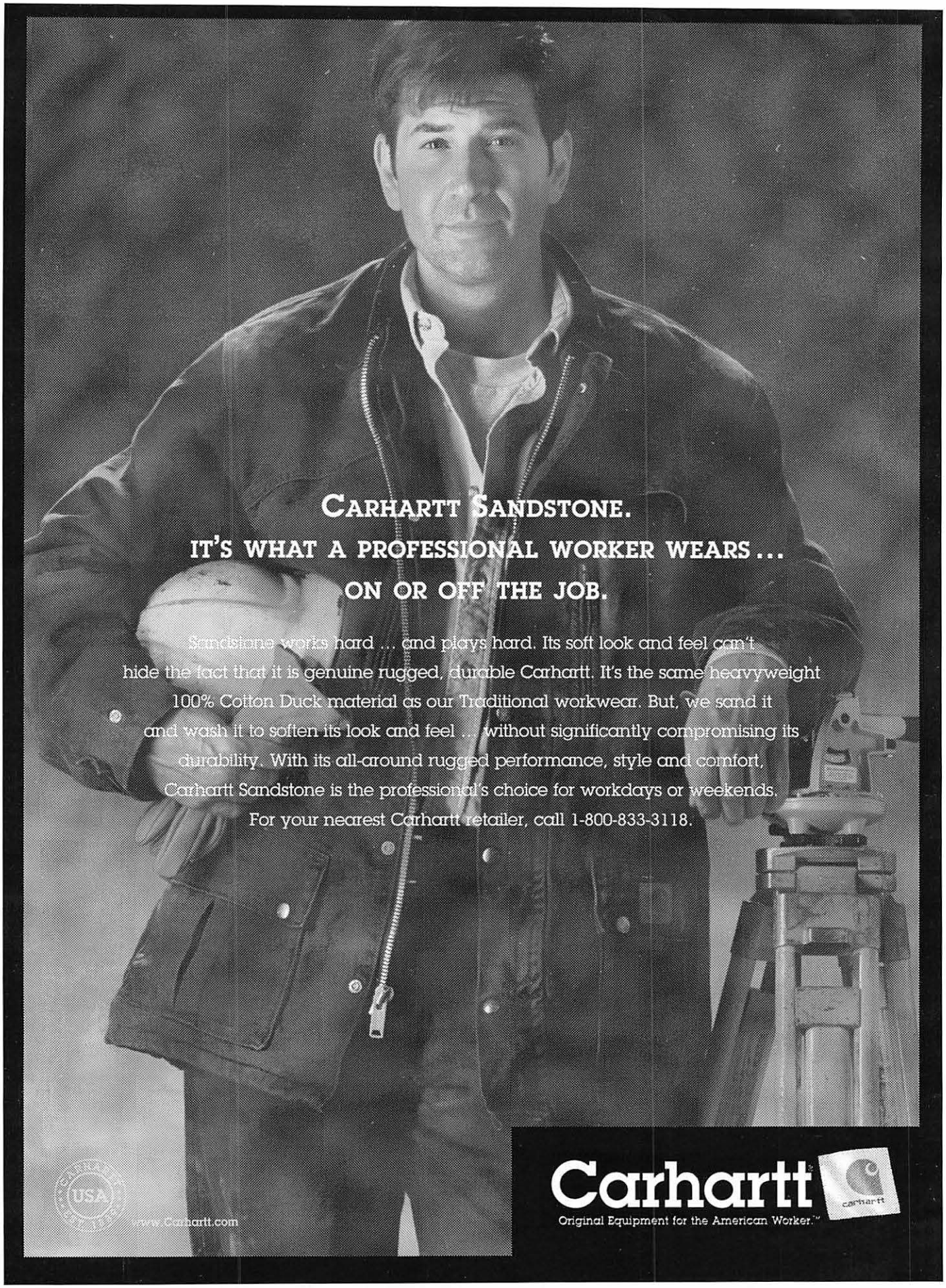
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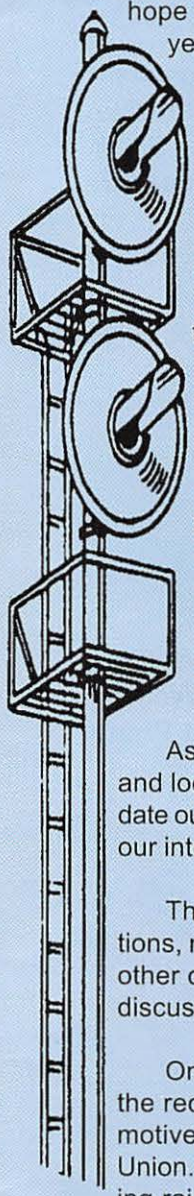
Preparing for the Future

PRESIDENT'S COLUMN



As we begin 1999, I am concerned about what has transpired in the rail industry in the past and what I hope we can accomplish in the future. For many years now there has been a colossal waste of energy and resources due to the infighting of rail labor unions.

As an organization we have had our differences with the IBEW, the Brotherhood of Maintenance Way Employees has had conflicts with other organizations when it comes to representing the railroad mechanics and the United Transportation Union has had runins with the Brotherhood of Locomotive Engineers.

The time rail labor unions have spent fighting has weakened our efforts in areas that would better serve all union workers in the rail industry. We spend a lot of our time fighting within labor. Every organization should and must look at ways we can better communicate and achieve our communal goals within the rail industry.

As an organization we need to move forward and look at ways that we as rail labor can consolidate our resources and achieve results that progress our interests as a whole in a positive direction.

This is not a call to merge with other organizations, nor is it a statement to prevent a merger with other organizations. It is a desire to achieve open discussion on a topic that needs to be addressed.

One good step in the right direction has been the recent unification of the Brotherhood of Locomotive Engineers and the United Transportation Union. This unification will combine the two operating rail labor unions. As a result, much of the duplicity of the organizations will be eliminated. This consolidation will not only result in financial savings but it will lead to better results in the political arena.

I believe that after all of the infighting dust has settled both the UTU and BLE will have accomplished what they set out to do. And that is to provide a better organization to represent the members they are proud to serve.

We all are proud of our organizations. Specifically, I am and will continue to feel that the signalman's craft is the most skilled and highly trained craft in the rail industry. But even as that may be, as signalmen we must be vigilant of the changes that face rail labor in the rail industry and be prepared to adapt to these changes as we have adapted to the changes in technology throughout the history of our craft.

The rail unions spend a lot of time and money being redundant in our efforts. The issues we must be involved with seem to grow with each new day. The day is upon us to look at ways that all of rail labor can jointly achieve their goals.

In the year 2001, our organization will have been in existence for 100 years. This union has served the membership well and will continue in that same tradition. It should be the goal of every officer in this union and rail labor to look for better ways to serve their members.

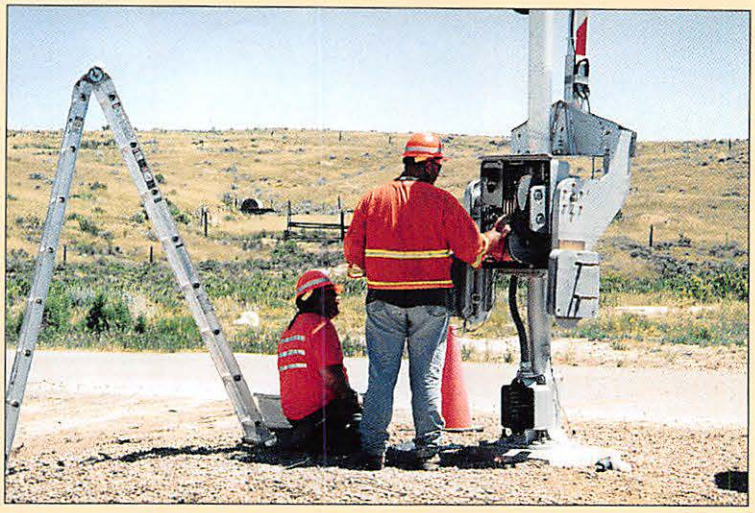
Many times we say change is hard to accept and most of the time we are referring to changes in technology or changes in agreement language. Well, this time the change is occurring within rail labor, and it is our responsibility to explore any avenue which may lead to better service for our membership.

In order to succeed as an organization, we must learn from our past, examine our present and prepare for the future, regardless of the challenges that lay ahead.

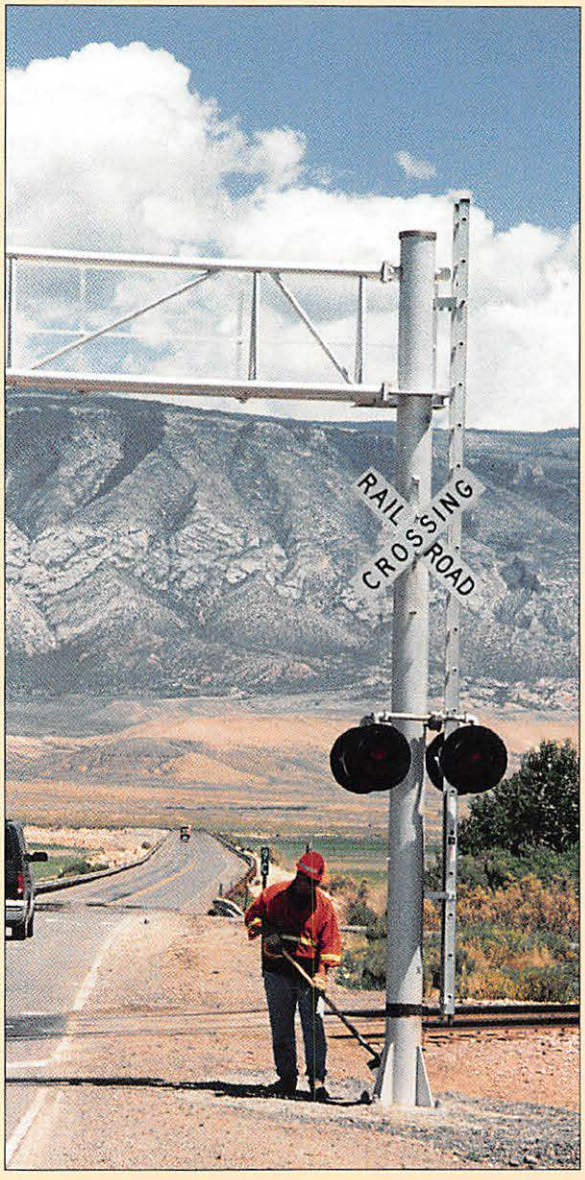
I remain, in solidarity,

W. Dan Pickett

Photo Contest Entries

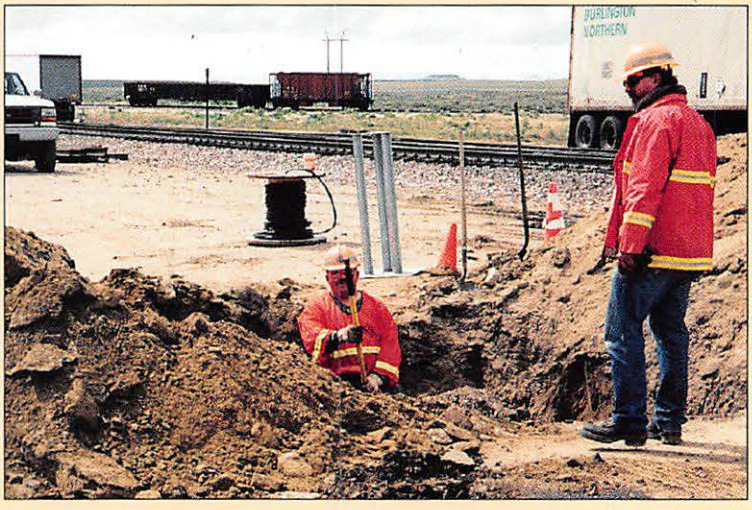


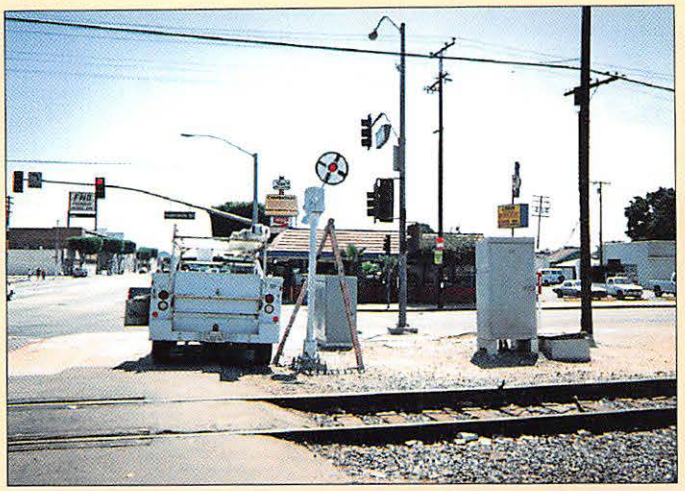
(l-r) BNSF Signalman Mike Riley and Assistant Signalman Toby Collins wire an S-Gate Mech at Arminto, Wyoming of the Casper Subdivision on the BNSF Railroad. **Photo Submitted By: G.T. Urfer, Local 87.**



Assistant Signalman Toby Collins shovels gravel at Kane, Wyoming crossing on the Casper Subdivision-Colorado Division of the Burlington Northern Santa Fe Railroad.
Photo Submitted By: G.T. Urfer, Local 87.

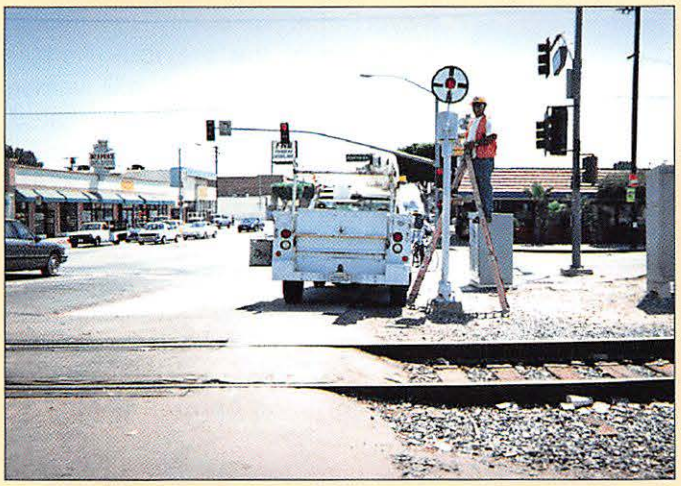
(l-r) BNSF Signalman Mike Riley and Foreman Roger Rudio set a bungalow foundation at Arminto, Wyoming of the Casper Subdivision on the BNSF Railroad. **Photo Submitted By: G.T. Urfer, Local 87.**

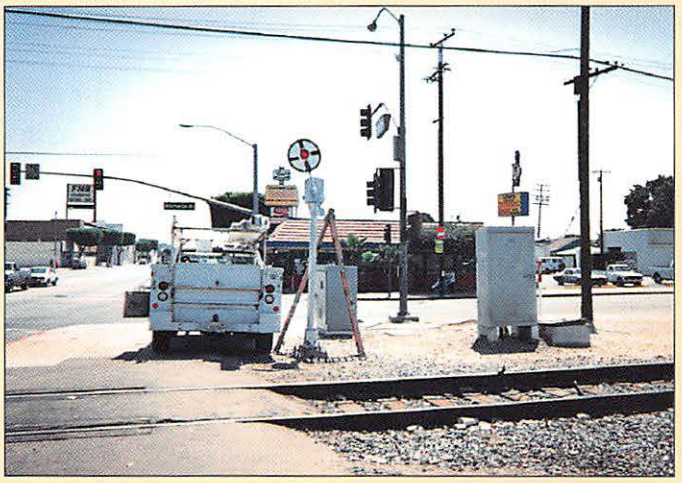




UP Signal Maintainer Jack Juanillo performs regular maintenance on an 80 year old wig-wag crossing signal in Beverly Hills, California. The wig wag signal will be taken out of service when work begins on the Alomeda Corridor Construction Project. **Photo Submitted By: Jack Juanillo, Local 104.**

Photo Contest





SPL Report:

FINAL LEGISLATIVE REPORT - 105th Congress

Amtrak Reauthorization

On October 24, 1997, Chairman Shuster (R-PA) brought H.R. 2247 to the House floor. His bill eliminated labor protection and contracting out limitations from the law. It directed Amtrak and its employees to negotiate new arrangements on both issues under a bargaining process that was unfair to Amtrak employees. Representatives LaTourette (R-OH) and Traficant (D-OH) recognized this inequity and agreed to offer an amendment that kept labor protection and contracting out limitations in the law until Amtrak and its employees negotiated new arrangements.

Chairman Shuster and the Republican leadership crafted the rules for votes on the Amtrak legislation so an amendment Representative Quinn offered was voted on before the LaTourette -Traficant amendment. If the House approved Mr. Quinn's amendment, which Rail Labor opposed, it would have canceled the LaTourette-Traficant amendment. Against the Republican leadership and Chairman Shuster, nearly all the Democrats and 26 Republicans voted to defeat Mr. Quinn's amendment. Though Mr. Shuster's response was to pull the bill, preventing a vote on the LaTourette-Traficant amendment, the defeat of the Quinn amendment was a major victory for Rail Labor.

BRS members were asked to call and write their House members. This vote was essential in achieving final Amtrak reauthorization legislation that finally came in late October.

Amtrak Reform Council

The Amtrak Reform Council created by Congress in 1997 in the Amtrak Reform and Accountability Act continues to be a matter of great concern to Rail Labor. The partisan behavior of this Council raises serious questions as to their commitment to Amtrak's future. Republican appointees to the Council have expressed an interest in eliminating most of the unions on Amtrak by "taking a look at Railroad Retirement," and in increasing their own budget while cutting Amtrak's budget.

Recent developments include Clarence Monin, President of the Brotherhood of Locomotive Engineers, being appointed to the council by President Clinton in September, and on November 6, New Jersey Governor Christine Todd Whitman (R) resigned as Chairman of the "ARC". Her decision was a protest of congressional action that barred the council from hiring outside consultants. Rail Labor played a significant role in helping to block funding for consultants. We will continue to monitor the activities of this so-called Reform Council to ensure that the rights of our Amtrak members are not infringed upon.

Amtrak Reform Board

A Senate Commerce Committee hearing was held in September 1998 concerning the nominations of three more individuals to the Amtrak Board. Sylvia DeLeon and Amy Rosen (both members of the previous Amtrak Board), and former Virginia Governor, Linwood Holton had been nominated. Senator McCain (R-AZ) and some other Senate Republicans were strongly opposed to the nominations of Rosen and DeLeon. Before Congress adjourned in October 1998, Amy Rosen and Linwood Holton were confirmed.

Transportation Appropriations

At the end of the session, the FY99 transportation appropriations bill (HR 4328) became the vehicle to carry the omnibus appropriations bill (PL 105-277) that contained seven other spending bills, a $20.8 billion supplemental spending package and assorted other provisions. With the help of Rail Labor, Senator Frank Lautenberg (D-NJ), and other pro-Amtrak members of Congress, Amtrak was successful in having the conferees accept the House level of $609 million, a significantly better amount than the Senate recommendation of $555 million. Senate Transportation Appropriations Subcommittee Chairman Richard Shelby (R-AL) threatened to drastically cut or zero out Amtrak funding. The Conferees also gave Amtrak additional flexibility for the expenditure of its capital funds. An effort by Senator Trent Lott (R-MS) to provide the Amtrak Reform Council an additional $300,000 was vigorously opposed by Rail Labor, and spending for the ARC was capped at $450,000. The use of those funds for payments to outside consult-

ants is prohibited.

The omnibus spending bill provides full funding for the National Mediation Board, the Railroad Retirement Board, and the National Labor Relations Board.

Railroad Retirement (Widow(er)s' Annuities)

Chairman Franks (R-NJ) of the Railroads Subcommittee held a hearing on H. Con. Res. 52 in September 1998. This legislation, introduced in the 1st session by Congressman Jack Quinn (R-NY), is a non-binding resolution, which calls on rail management, labor, and retiree organizations to begin open discussions for adequately funding an amendment to the Railroad Retirement Act of 1974 to guarantee a minimum benefit for widow(er)s. This benefit is funded by the railroad industry, not the American taxpayer, and it amounts to only one half of the income the retired employee received. At this hearing railroad management and labor agreed to begin wide-ranging discussions on reforming the railroad retirement system. Meetings are scheduled for the second week in December with rail management. This is expected to be a long process because of the railroads reluctance to provide better benefits to our retirees.

Railroad Retirement Board Appropriations

The House passed Labor/HHS appropriations bill only provided $86 million for the administrative needs of the Railroad Retirement Board, and did not grant the Board buyout authority to offer voluntary separation payments to Board personnel. At the request of Rail Labor, Senator Specter (R-PA), Chairman of the Labor/HHS Appropriations Subcommittee, convinced the conferees to provide the requested funding of $90 million to the Board. Buyout authority was not included in the final bill. The compromise version of this legislation was included in the omnibus spending package (PL 105-277) that passed at the end of the session. Thanks once again, because of the hard work of rail labor we were able to get the additional funds requested by the RRB.

Rail Safety

In the 1st session of the 105th Congress, Representatives Oberstar (D-MN) and Wise (D-WV) introduced H.R. 2455, safety reform legislation supported by Rail Labor. This bill will, among other things, authorize the hiring of 400 new FRA inspectors, address crew fatigue by reforming the Hours of Service Act, and give railroad employees greater authority to report and correct dangerous conditions.

During the 2nd session of the 105th Congress, a comprehensive series of rail safety hearings were held by House and Senate Committees to review rail safety laws. Other subjects covered in the hearings included rail and truck operator fatigue, hours of service, stronger protections against harassment and technology changes that would enhance the safety of our members and the entire industry.

The Federal Railroad Administration put forth its own bill in the 2nd session, which was supported for the most part by Rail Labor. Once again, however, the rail industry was unwilling to support many of the provisions in the legislation, and the decision was made to postpone consideration of a rail safety bill until 1999.

BRS continues to fight to have legislation introduced that will provide a safe work environment for Signalmen.

Surface Transportation Board

In 1998, Rail Labor testified at hearings and actively opposed House and Senate legislation that would authorize a one year extension of funding for the Surface Transportation Board without an amendment that would ban the STB from breaking privately negotiated labor contracts so merging railroads may achieve operating efficiencies. Fifty House Democrats lead by Robert Menendez (D-NJ) drafted a statement demanding changes in the Surface Transportation Board's handling of labor issues as the price of the agency's reauthorization. When it appeared a number of members supported our views, rail carriers and their allies in Congress killed the legislation, rather than risk a vote on whether private agreements should be altered by the government.

Currently two vacancies exist on the Board, and the third seat could become vacant in 1999 as Chairman Linda Morgan's term expires December 31. Earlier this year the administration nominated William Clyburn, the 31-year old nephew of Congressman James Clyburn (D-SC) to fill Simmons' seat. But the Republican leadership refuses to bring Clyburn's nomination to the Senate floor until an acceptable Republican is nominated to fill Owen's seat.

The Senate did not confirm successors to Simmons or Owen before it adjourned in October, however, it is possible for the President to make recess appointments to the board.

TEA-21

On June 9, 1998 President Clinton signed into law the Transportation Equity Act for the 21st Century, or TEA-21. This bill is the largest transportation funding bill ever passed by Congress, providing more than $217 billion in contract authority over the next six years. Specifically, TEA-21 invests $172.6 billion in highways, $41 billion in transit, $2.9 billion in highway safety programs and $1.3 billion in rail programs. Transportation Labor was successful in maintaining the application of 13(c) collective bargaining rights and Davis Bacon prevailing wage protections in all TEA-21 programs. We also managed to fend off an attempt by elements of the transportation industry to deny OSHA protections to

(Continued on next page)

...FINAL LEGISLATIVE REPORT - 105th Congress

(Continued from previous page)
hazmat employees.

Hazardous Materials

After the defeat of hazardous materials reauthorization provisions in the ISTEA reauthorization, Senator McCain (R-AZ) introduced hazmat reauthorization legislation which contained similar language that would gut the authority of the Occupational Safety and Health Administration to protect hazmat employees. Congress adjourned without acting on hazardous materials reauthorization legislation, however, we will continue our effort to protect hazmat employees from the many dangers they face in their daily work environment by fighting for reauthorization legislation next year that will protect them with the most effective health and safety standards possible.

Campaign Finance Reform/Union Dues

One of the many versions of campaign finance reform legislation introduced in the 105th Congress was the so-called "Paycheck Protection Act" which the House defeated on March 30, 1998. This bill, H.R. 2608, would amend the Federal Election Campaign Act to forbid the use of union dues for political and legislative activities without first requiring each represented worker to sign a permission form. The measure failed 166-246 due in large part to the massive "Assault on Working Families" campaign coordinated by the AFL-CIO.

On August 6, 1998, after a four month struggle, House Democrats succeeded in passing the Meehan-Shays campaign finance reform bill by calling for votes and then filing a discharge petition that ultimately forced Republican Leaders to have a vote on campaign finance reform. The 252 to 179 vote included 61 Republicans. In September, the Senate, for the second time, blocked action on campaign finance reform effectively dooming its chance for passage in the 105th Congress. The vote was 52 to 48, with the same seven Republicans who supported the bill earlier in the year joining all 45 Democrats to cut off a filibuster led by GOP leaders. The McCain-Feingold bill, which was similar to the bipartisan House bill sought to ban unregulated "soft money" contributions to political parties, regulate last-minute issue ads by outside groups and strengthen disclosure requirements.

The last significant revision of such laws was enacted 19 years ago.

Social Security Reform

In a series of town hall meetings in 1998, President Clinton actively engaged Americans in debate on Social Security rescue plans. In December the President will be convening a White House conference on Social Security in preparation for his challenge to the 106th Congress to rewrite the Social Security law.

While the system faces long-term financial challenges that are serious but modest, it does not require the radical and risky measures advocated by those whose real motive is to scrap the program.

The AFL-CIO rates Social Security as a top priority, and the Executive Council recently adopted the following set of principles for Social Security Reform that will address the system's shortfall and assure the integrity of the program:

- √ Steps must be taken soon to strengthen Social Security so that all Americans can be assured that the program will be there for them.
- √ Social Security should continue to provide retired and disabled workers, as well as dependents and survivors, with a guaranteed monthly benefit, protected against inflation, for life.
- √ Benefits should not be subject to the whims of the market, and private accounts should never be substituted for the core defined benefits the system currently provides.
- √ The age at which workers are eligible for early or full benefits should not be raised.
- √ Social Security should continue to replace a larger share of past earnings for low-income workers and to provide bigger benefits to workers who earned higher wages during their careers. Replacement rates should not be cut.
- √ Social Security should continue to provide family insurance protection, with benefits that cover dependent and surviving children and spouses in addition to disabled and retired workers.
- √ Government budget surpluses should be used to save Social Security, not to pay for tax cuts.

In addition to defining the above fundamental principals, the AFL-CIO kicked off a nationwide grassroots education and mobilization campaign in August. Along with health care, social security reform is another hot issue that union members considered when they cast their votes in November.

(In late September 1998, the House approved a Republican bill to raid the Social Security Trust Fund surplus for an $80 billion election-year tax cut. Bowing to

the powerful political pull the social security issue exerted and President Clinton's vow to veto the bill, Senate Majority Leader Trent Lott (R-MS) decided against bringing it to the floor. A limited tax cut to extend the credits and give tax breaks to farmers and the self-employed did pass and was added to the omnibus spending bill.)

HMO Reform

In July 1998, the House rejected Rep. Dingell's "Patients' Bill of Rights Act," (H.R. 3605) as an amendment in the nature of a substitute to H.R. 4250, the Republican leadership's bill that passed. Their bill clearly protects HMO's and the insurance industry rather than protecting patients. H.R. 4250 still leaves medical decisions in the hands of insurance company accountants instead of doctors, does not give access to specialty care where needed, does not give patients access to needed drugs or clinical trials and does not provide for continuity of the doctor-patient relationships. The anti-reform majority in Congress hopes consumers will not be able to tell the difference between genuine reform and the phony reform that was passed on July 24, 1998.

In the Senate both parties had their own forms of health care legislation, and the moderates of both parties had proposed compromises. The two parties failed to agree on procedures for voting, and Democrats were unsuccessful in adding their version to a spending bill. One of the bills is S. 1890, The Patients' Bill of Rights Act, introduced by Senator Daschle. This bill, supported by Labor, would provide millions of working families with the tools they need to ensure quality medical care. Among other things, S. 1890 would ensure that treatment decisions are made by a patient's doctor, hold managed plans accountable when their decision to withhold or limit care injures a patient, and would require insurance to pay for all reasonable emergency services.

Fast Track

The House defeated H.R. 2621 by a margin of 243-180 in September 1998. This bill would grant President Clinton fast track authority to negotiate trade agreements. The move by the GOP to force a vote on fast track put it on a collision course with organized labor just weeks before the congressional elections. The AFL-CIO vigorously opposes any grant of fast track trade authority that does not require that new trade agreements include binding provisions and enforcement mechanisms to protect worker rights and the environment. This bill is essentially the same legislation that was strongly opposed by Democrats and organized labor in 1997.

The full Senate never considered the issue, although in July, the Senate Finance Committee approved an omnibus trade package (H.R. 2400) that included fast track language.

Right-to-Organize/Salting

The House passed "salting" legislation on March 26, 1998. H.R. 3246 contains three anti-union components; it would prohibit "salting" as an organizing tool, make single unit bargaining more difficult, and it would shift NLRB case cost from the employer back to the board. This bill infringes on one of the basic principles of our labor laws, that workers have the right to organize free from management interference. The bill passed 202-200.

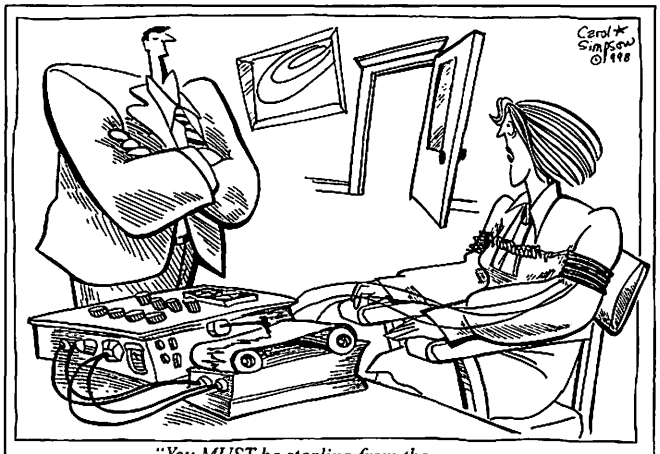
On the Senate side, the voices of workers were heard on September 14, 1998, when Senate Democrats blocked a vote on S. 1981 introduced by Senator Hutchinson (R-AR). The vote on invoking cloture, which requires 60 votes, was 52-42. Ben Nighthorse Campbell (R-CO) was the only Republican to break ranks and vote with the Democrats to oppose cloture. President Clinton had pledged to veto the bill.

Minimum Wage

In September 1998, the Senate rejected adding Senator Kennedy's (D-MA) minimum wage proposal to a pending bill to overhaul the nation's consumer bankruptcy laws, dooming its prospects this year. Voting 55 to 44, largely along party lines, both parties suffered only two defections. Republican Senators D'Amato (NY) and Specter (PA) voted with the Democrats for the wage increase, while Democratic Senators Graham (FL) and Hollings (SC) voted with the Republicans against it. All four ran for reelection this year.

The bill would have raised the federal wage floor of $5.15 an hour to $6.15 in two annual 50-cent increments, starting next January and concluding in January 2000. The minimum wage was last increased by Congress in 1996.

Senator Kennedy vowed to fight for the legislation in Congress next year.



"You MUST be stealing from the company. You're raising a family on what we pay you."

UTU Opens Education Seminars to All Union Members

BRS President Dan Pickett announced that the United Transportation Union has opened their 1999 Education Seminars to all union members.

The subjects covered in the seminars range from negotiating techniques, lobbying efforts, health insurance, railroad retirement, representation in formal hearings, economics in the railroad industry and many other subjects critical to our industry. Most participants come away from the seminars with the feeling of being overwhelmed with the amount of knowledge available.

The three meetings will be held May 24-26 in Los Angeles, California, June 14-16 in St. Louis, Missouri, and July 12-14 in Washington, D.C. Please call the United Transportation Union's office at (216) 228-9400 if you have any further questions.

Western Regional Meeting
May 24-26, 1999

Wyndham Hotel at Los Angeles Airport
6225 West Century Blvd.
Los Angeles, CA 90045
Reservation number: (310) 670-9000
Cut-off date for room reservations:
April 13, 1999
Room Rate: $109 double/$99 single
Parking rates: $7 self park/$12 valet
(all rates are per day)

Overflow hotel for Los Angeles meeting:
Sheraton Gateway Hotel
(next door to Wyndham)
6101 West Century Blvd.
Los Angeles, CA 90045

Reservation number: (800) 445-7999
Cut-off date for room reservations:
April 13, 1999
Room Rate: $109 double/$99 single
Parking rates: $9 self park/$13 valet
(all rates are per day)

Central Regional Meeting
June 14-16, 1999

Regal Riverfront Hotel
Downtown St. Louis
200 South 4th Street
St. Louis, MO 63102
Reservation number: (314) 241-9500
Cut-off date for room reservations:
May 2, 1999
Room Rate: $99 single or double
Parking rates: $11
(all rates are per day)

Eastern/Canadian Regional Meeting
July 12-14, 1999

Hyatt Regency Washington
(on Capitol Hill)
400 New Jersey Ave. N.W.
Washington, DC 20001

Reservation number: (202) 737-1234
Cut-off date for room reservations:
June 1, 1999
Room Rate: $109 double/$99 single
Parking rates: $22, valet only
(all rates are per day)

President Pickett would like to remind all BRS members that this is a UTU meeting and that the International BRS officers were not planning on attending the sessions.

STB Stops CP Transfer of Dispatching Jobs

Surface Transportation Board Chairman Linda J. Morgan announced action taken to prohibit the Canadian Pacific Railway (CP) from transferring five train dispatcher positions from Milwaukee, Wisconsin to Montreal, Quebec, Canada until certain safety concerns have been resolved.

The Brotherhood of Locomotive Engineers, a labor union representing the dispatchers working in Milwaukee, asked the Board to order CP to refrain from transferring the positions and, in support of its position, submitted a letter from the Federal Railroad Administration (FRA) warning that rail safety might be impaired if control over train operations within the United States were to be transferred from the United States to Canada.

In reaching its conclusion, the Board's order stated the following: "The Board now has in the record for the first time a definitive statement from the FRA that these positions should not be moved. Given this statement by the FRA that the transfer of these positions could adversely affect rail safety, we will not allow their transfer to go forward under the authority of our labor conditions." The Board's action will remain in effect until the Board has been advised that the FRA's safety concerns have been satisfied. The Board has jurisdiction over the transfers because they were proposed in connection with the Board's prior approval of the acquisition of the Delaware and Hudson Railroad, located in the United States, by CP, which is headquartered in Montreal.

The order effectively stayed a prior Board decision that declined to review the award of an arbitrator upholding CP's right to transfer the five positions. The Board in its prior decision noted that CP had filed a safety compliance plan with the FRA, and the public record then did not contain a definitive statement from that agency that the conduct of dispatching operation from Canada could be unsafe

The Board's decision was issued on December 4, 1998, in *Canadian Pacific Limited, et al. -- Purchase and Trackage Rights -- Delaware and Hudson Railroad Company (Arbitration Review)*, STB Finance Docket No. 31700 (Sub-No.13)

Four Conrail Workers Killed in Nine Days

On January 22, there was a derailment near Buffalo, New York in which one person was killed. Two workers died January 17 near Toledo, Ohio, in a three-train collision. Three days before, a UTU member working in the railyard at Port Newark, New Jersey died in a switching incident.

In a letter to FRA Administrator Jolene Molitoris, United Transportation Union President Charlie Little stated, "...four deaths in nine days demands that fast action be taken to intensely investigate safety and training procedures at Conrail. These incidents are every bit as serious as the UP problem and deserve the same scrutiny.

"It must be immediately learned whether there is a systemic operating deficiency at Conrail that degrades safety," Mr. Little wrote.

A spokesman for the FRA stated that the FRA will take a more detailed look at the safety issues in light of the Conrail accidents, including a Friday meeting in Philadelphia that involves agency safety officials and representatives of NS, CSXT and Conrail.

JOB OPPORTUNITY

Railroad Signal Maintainer
Carol Stream, IL

The Chicago, Central & Pacific Railroad, a subsidiary of the Illinois Central Railroad, is seeking a Journeyman Signal Maintainer to inspect, test, repair and maintain signals, grade crossing warning systems, and other signal equipment between Berwyn and Plato Center, Illinois. The position will be headquartered at Carol Stream, Illinois. Current rate of pay is $15.94/hour. Hi-rail truck provided.

All interested individuals may **Fax (312-755-7575)** or send resume to:

Manager-Human Resources
Illinois Central Railroad
455 N. Cityfront Plaza Drive
Chicago, IL 60611

Equal Opportunity Employer. Minorities, females, veterans and individuals with disabilities are encouraged to apply.

Federal Railroad Administration Phone Numbers

In the December issue of The Signalman's Journal we published a list of FRA phone numbers. The phone numbers for the Washington offices were changed after the issue went to press. The corrected phone numbers are in bold type in the following list. The Signalman's Journal apologizes for any inconvenience.

FRA Office of Safety
Headquarters 800-RAIL990

Mailing Address:
4007th Street SW
Washington, DC 20590

Office Location:
1120 Vermont Ave.
Washington, DC 20005

Acting Associate Administrator for Safety	George Gavalla	202-**493-6300**
Acting Deputy Associate Administrator for Safety Compliance & Program Implementation	Michael Logue	202-**493-6301**
Deputy Associate Administrator for Safety Standards & Program Development	Grady C. Cothen, Jr.	202-**493-6302**
RSAC Coordinator	Vicky McCully	202-**493-6305**
	Trish Paolella	202-**493-6212**
		Fax 202-**493-6230**
Director, Office of Safety Enforcement	Edward R. English	202-**493-6321**
Operating Practices	Douglas Taylor	202-**493-6255**
Hazardous Materials	Edward Pritchard	202-**493-6247**
Signal & Train Control	William Goodman	202-**493-6325**
Motive Power & Equipment	Ronald Newman	202-**493-6241**
Track	William O'Sullivan	202-**493-6243**
Director, Office of Safety Analysis	John G. Leeds, Jr.	202-**493-6206**
Planning & Evaluation	Mark Weihofen	202-**493-6286**
System Support	Robert Finkelstein	202-**493-6280**
Highway Rail Crossing & Trespasser	Bruce George	202-**493-6288**

Regional Offices

Region 1
Mark McKeon, Regional Administrator
55 Broadway Room 1077
Cambridge, MA 02142
617-494-2302 880-RAIL991

Region 2
David Meyers, Regional Administrator
International Plaza II Suite 550
Lester, PA 19113
610-521-8200 800-RAIL992

Region 3
Fred Dennin, Regional Administrator
61 Forsythe Street, SW Suite 16T20
Atlanta, GA 30303-3104
404-562-3800 800-RAIL993

Region 4
Laurence Hasvold, Regional Administrator
111 N. Canal Street, Suite 655
Chicago, IL 60606
312-353-6203 800-RAIL040

Region 5
John Megary, Regional Administrator
8701 Bedford Euless Road, Suite 425
Hurst, TX 76053
817-284-8142 800-RAIL995

Region 6
Darrell Tisor, Regional Adminstrator
1100 Main Street, City Center Square
Kansas City, MO 64105
816-426-2497 800-RAIL996

Region 7
Alvin Settje, Regional Administrator
801 I Street, Suite 466
Sacramento, CA 95814
916-498-6540 800-RAIL997

Region 8
Dick Clairmont, Regional Administrator
703 Broadway, Room 650
Vancouver, WA 98660
360-696-7536 800-RAIL998

Protecting Workers in Cold Environments

As the weather becomes "frightful" during winter months, workers who must brave the outdoor conditions face the occupational hazard of exposure to the cold. Prolonged exposure to freezing temperatures can result in health problems as serious as trench foot, frostbite, and hypothermia. Workers in such industries as construction, commercial fishing and agriculture need to be especially mindful of the weather, its effects on the body, proper prevention techniques, and treatment of cold-related disorders.

The Cold Environment

An individual gains body heat from food and muscular activity and loses it through convection, conduction, radiation and sweating to maintain a constant body temperature. When body temperature drops even a few degrees below its normal temperature of 98.6°F (37°C), the blood vessels constrict, decreasing peripheral blood flow to reduce heat loss from the surface of the skin. Shivering generates heat by increasing the body's metabolic rate.

The four environmental conditions that cause cold-related stress are low temperatures, high/cool winds, dampness and cold water. Wind chill, a combination of temperature and velocity, is a crucial factor to evaluate when working outside. For example, when the actual air temperature of the wind is 40°F (4°C) and its velocity is 35 mph, the exposed skin receives conditions equivalent to the still-air temperature being 11°F (-11°C)! A dangerous situation of rapid heat loss may arise for any individual exposed to high winds and cold temperatures.

Major Risk Factors for Cold-Related Stresses

√ Wearing inadequate or wet clothing increases the effects of cold on the body.

√ Taking certain drugs or medications such as alcohol, nicotine, caffeine, and medication that inhibits the body's response to the cold or impairs judgment.

√ Having a cold or certain diseases, such as diabetes, heart, vascular, and thyroid problems, may make a person more susceptible to the winter elements.

√ Being a male increases a person's risk to cold-related stresses. Sad, but true, men experience far greater death rates due to cold exposure than women, perhaps due to inherent risk-taking activities, body-fat composition or other physiological differences.

√ Becoming exhausted or immobilized, especially due to injury or entrapment, may speed up the effects of cold weather.

√ Aging — the elderly are more vulnerable to the effects of harsh winter weather.

Harmful Effects of Cold

Trench Foot is caused by long, continuous exposure to a wet, cold environment, or actual immersion in water. Commercial fisherman, who experience these types of cold, wet environments daily, need to be especially cautious.

Symptoms:

Symptoms include a tingling and/or itching sensation, burning, pain, and swelling, sometimes forming blisters in more extreme cases.

Treatment:

Move individuals with trench foot to a warm, dry area, where the affected tissue can be treated with careful washing and drying, rewarming and slight elevation. Seek medical assistance as soon as possible.

Frostbite occurs when the skin tissue actually freezes, causing ice crystals to form between cells and draw water from them, which leads to cellular de-

(Continued on next page)

...Protecting Workers in Cold Environments

(Continued from previous page)
hydration. Although this typically occurs at temperatures below 30°F (-1°C), wind chill effects can cause frostbite at above-freezing temperatures.

Symptoms:

Initial effects of frostbite include uncomfortable sensations of coldness; tingling, stinging or aching feeling of the exposed area followed by numbness. Ears, fingers, toes, cheeks, and noses are primarily affected. Frostbitten areas appear white and cold to the touch. The appearance of frostbite varies depending on whether rewarming has occurred.

Deeper frostbite involves freezing of deeper tissues (muscles, tendons, etc.) causing exposed areas to become numb, painless, hard to the touch.

Treatment:

If you suspect frostbite, you should seek medical assistance immediately. Any existing hypothermia should be treated first (See Hypothermia below). Frostbitten parts should be covered with dry, sterile gauze or soft, clean cloth bandages. Do not massage frostbitten tissue because this sometimes causes greater injury. Severe cases may require hospitalization and even amputation of affected tissue. Take measures to prevent further cold injury. If formal medical treatment will be delayed, consult with a licensed health care professional for training on rewarming techniques.

General Hypothermia occurs when body temperature falls to a level where normal muscular and cerebral functions are impaired. While hypothermia is generally associated with freezing temperatures, it may occur in any climate where a person's body temperature falls below normal. For instance, hypothermia is common among the elderly who live in cold houses.

Symptoms:

The first symptoms of hypothermia, shivering, an inability to do complex motor functions, lethargy, and mild confusion, occur as the core body temperature decreases to around 95°F (35°C).

As body temperature continue to fall, hypothermia becomes more severe. The individual falls into a state of dazed consciousness, failing to complete even simple motor functions. The victim's speech becomes slurred and his or her behavior may become irrational.

The most severe state of hypothermia occurs when body temperature falls below 90°F (32°C). As a result, the body moves into a state of hibernation, slowing the heart rate, blood flow, and breathing. Unconsciousness and full heart failure can occur in the severely hypothermic state.

Treatment:

Treatment of hypothermia involves conserving the victim's remaining body heat and providing additional heat sources. Specific measures will vary depending upon the severity and setting (field or hospital). Handle hypothermic people very carefully because of the increased irritability of the cold heart. Seek medical assistance for persons suspected of being moderately or severely hypothermic.

If the person is unresponsive and not shivering, assume he or she is suffering from severe hypothermia. Reduction of heat loss can be accomplished by various means: obtaining shelter, removal of wet clothing, adding layers of dry clothing, blankets, or using a pre-warmed sleeping bag.

For mildly hypothermic cases or those more severe cases where medical treatment will be significantly delayed, external rewarming techniques may be applied. This includes body-to-body contact (e.g., placing the person in a prewarmed sleeping bag with a person of normal body temperature), chemical heat packs, or insu-

lated hot water bottles. Good areas to place these packs are the armpits, neck, chest, and groin. It is best to have the person lying down when applying external rewarming. You also may give mildly hypothermic people warm fluids orally, but avoid beverages containing alcohol or caffeine.

Preventing Cold-Related Disorders

Personal Protective Clothing is perhaps the most important step in fighting the elements. Clothing should provide adequate layers of insulation from the elements. Wear at least three layers of clothing:

√ An outer layer to break the wind and allow some ventilation (like Gortex® or nylon);

√ A middle layer of down or wool to absorb sweat and retain insulation when wet.

√ An inner layer of cotton or synthetic weave to allow ventilation.

Pay special attention to protecting feet, hands, face and head. Up to 40 percent of body heat can be lost when the head is exposed. Footgear should be insulated to protect against cold and dampness. Keep a change of clothing available in case work garments become wet.

Engineering Controls in the workplace through a variety of practices help reduce the risk of cold-related injuries.

√ Use an on-site source of heat, such as air jets, radiant heaters, or contact warm plates.

√ Shield work areas from drafty or windy conditions.

√ Provide a heated shelter for employees who experience prolonged exposure to equivalent wind-chill temperatures of 20°F (-6°C) or less.

√ Use thermal insulating material on equipment handles when temperatures drop below 30°F (-1°C).

Safe Work Practices, such as changes in work schedules and practices, are necessary to combat the effects of exceedingly cold weather.

√Allow a period of adjustment to the cold before embarking on a full work schedule.

√Always permit employees to set their own pace and take extra work breaks when needed.

√ Reduce, as much as possible, the number of activities performed outdoors. When employees must brave the cold, select the warmest hours of the day and minimize activities that reduce circulation.

√Ensure that employees remain hydrated.

√ Establish a buddy system for working outdoors.

√ Educate employees to the symptoms of cold-related stresses — heavy shivering, uncomfortable coldness, severe fatigue, drowsiness, or euphoria.

The quiet symptoms of potentially deadly cold-related ailments often go undetected until the victim's health is endangered. Knowing the facts on cold exposure and following a few simple guidelines can ensure that this season is a safe and healthy one.

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Railroad Retirement INFORMATION

Buy-outs and Railroad Retirement Benefits

Railroad employees frequently ask the Railroad Retirement Board how the acceptance of a buy-out from a railroad employer affects their future eligibility for benefits under the Railroad Retirement and Railroad Unemployment Insurance Acts. The following questions and answers provide information on this subject.

1. Would leaving railroad work and accepting a buy-out mean that an employee forfeits any future entitlement to an annuity under the Railroad Retirement Act?

As long as an employee has acquired at least 120 months (10 years) of creditable rail service, he or she would still be eligible for a regular railroad retirement annuity upon reaching retirement age, or, if totally and permanently disabled, for an annuity before retirement age, regardless of whether or not a buy-out was ever accepted.

However, if a person permanently leaves railroad employment before attaining retirement age, the employee may not be able to meet the requirements for certain other benefits, particularly the current connection requirement for annuities based on occupational, rather than total, disability and for supplemental annuities paid by the Board to career employees.

In addition, if an employee does not have a current connection, the Social Security Administration, rather than the Railroad Retirement Board, would have jurisdiction of any survivor benefits that become payable on the basis of the employee's combined railroad retirement and social security covered earnings in the future. The survivor benefits payable by the Board are generally greater than those paid by social security.

2. How are buy-outs treated under the Railroad Retirement and Railroad Unemployment Insurance Acts?

Payments that result from abolishment of an employee's job are creditable as compensation under the Railroad Retirement and Railroad Unemployment Insurance Acts. While the actual names of these employer payments may vary, the treatment given them by the Board will depend upon whether the employee relinquished or retained his or her job rights. If the employee relinquishes job rights to obtain the compensation, the Board considers the payment a separation allowance. While all compensation subject to tier I payroll taxes is considered in the computation of a railroad retirement annuity, no additional service months can be credited after the month in which rights are relinquished.

The Board considers the buy-out payment a dismissal allowance, even though the employer might designate the payment a separation allowance, if the employee retains job rights and receives monthly payments credited to the months for which they are allocated under the dismissal allowance agreement. This is true even if the employee relinquishes job rights after the end of the period for which a monthly dismissal allowance was paid. However, supplemental unemployment benefits paid under a Railroad Retirement Board-approved nongovernmental plan by a railroad or third party are not considered compensation for railroad retirement purposes.

3. Suppose an employee is given a choice between (1) accepting a separation allowance, relinquishing job rights and having the payment he or she receives credited to one month or (2) accepting a dismissal allowance, retaining job rights and having the payment credited to the months for which it is allocated. What are some of the railroad retirement considerations the employee should keep in mind?

Individual factors such as an employee's age and service should be considered.

For example, if an employee is already eligible to begin receiving a railroad retirement annuity, he or she may find it advantageous to relinquish job rights, accept a separation allowance, and have the annuity begin on the earliest date allowed by law. Any periodic payments made after that date would not preclude payment of the annuity because the employee has relinquished job

rights.

On the other hand, some younger employees may find it more advantageous to retain job rights and accept monthly compensation payments under a dismissal allowance if these payments would allow them to acquire 120 months of creditable rail service and establish future eligibility for a railroad retirement annuity. Also, additional service months might allow a longer service employee to acquire 30 years of service, which is required for retirement as early as age 60, or 25 years of rail service, which is required for supplemental annuities paid by the Board. Establishing 25 years of service could also aid an employee in maintaining a current connection under the Railroad Retirement Act.

4. How would acquiring 25 years of railroad service assist an employee in maintaining a current connection?

The current connection requirement is normally met if the employee has railroad service in at least 12 of the last 30 consecutive months before retirement or death. If an employee does not qualify on this basis but has 12 months' service in an earlier 30-month period, he or she may still meet the requirement if the employee does not work outside the railroad industry in the interval following the 30-month period and the employee's retirement, or death if that occurs earlier. Non-railroad employment in that interval will likely break the employee's current connection.

However, since 1981, a current connection can be maintained for purposes of supplemental and survivor annuities if the employee completed 25 years of railroad service, was involuntarily terminated without fault from the railroad industry, and did not thereafter decline an offer to return to work in the same class or craft as his or her most recent railroad service, regardless of the location of the work offered. If all of these requirements are met, an employee's current connection may not be broken, even if the employee works in regular non-railroad employment after the 30-month period and before retirement or death.

5. Would the acceptance of a buy-out have any effect on determining whether an employee could maintain a current connection under the exception provision?

In cases where an employee has no option to remain in the service of his or her employer, the termination of the employment is considered involuntary, regardless of whether the employee does or does not receive a buy-out.

However, an employee who chooses a buy-out instead of keeping his or her seniority rights to railroad employment would, for railroad retirement purposes, generally be considered to have voluntarily terminated railroad service, and consequently would not maintain a current connection under the exception provision.

6. An employee with 25 years of service is offered a buy-out with the option of either taking payment in a single lump sum or of receiving monthly payments until retirement age. Could the method of payment affect the employee's current connection under the exception provision?

If the employee had the choice to remain in employer service and voluntarily relinquished job rights prior to accepting the payments, his or her current connection would not be maintained under the exception provision, regardless of which payment option is chosen. Therefore, non-railroad work after the 30-month period and before retirement could break the employee's current connection. Such an employee could only meet the current connection requirement under the normal procedures.

7. Is it always advantageous to maintain a current connection?

While a current connection is generally advantageous for railroad retirement purposes, the cost of maintaining a current connection could outweigh its value, depending on individual circumstances.

For example, a rail employee accepting a buy-out well before retirement age, and who stays out of the labor market for a long period of time in order to preserve a current connection, could become subject to a railroad retirement maximum provision which reduces overall benefit payments. Under this provision, the total amount of annuities payable under the Railroad Retirement Act to an employee and spouse is limited to an individual maximum. This maximum is based on the highest two years of the employee's creditable earnings in the 10-year period ending with the year the employee's annuity begins; and both railroad retirement and social security covered earnings are considered in determining the maximum. Because of the way the railroad retirement maximum is calculated, if an employee had diminished earnings, or no earnings, under railroad retirement or social security in the 10-year period ending with the year his or her annuity begins, the railroad retirement benefits payable could be substantially reduced. In an extreme case, it could cap benefits at an amount precluding payment of most, or even all, of the tier II benefits and supplemental annuity otherwise due.

In any case, there are other financial or personal factors involved besides railroad retirement eligibility and/or the preservation of a current connection, and these will vary from individual to individual.

8. Are separation and dismissal allowances subject to railroad retirement payroll taxes?

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...Buy-outs and Railroad Retirement Benefits

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Under the Railroad Retirement Tax Act, which is administered by the Internal Revenue Service, payments of compensation, including buy-outs, are subject to the tier I and tier II rates and the annual maximum earnings bases in effect when the compensation is paid. This is true whether payment is made in a lump sum or on a periodic basis.

To the extent that a separation allowance does not yield additional tier II railroad retirement service credits, a lump sum, approximately part or all of the railroad retirement tier II payroll taxes deducted from the separation allowance, will be paid upon retirement to employees with 10 or more years of service. This lump sum applies to separation allowances made after 1984.

If an employee receives a dismissal allowance, he or she receives service credits for the tier II taxes deducted from the dismissal allowance payments. Consequently, such a lump sum would not be payable.

If an employee has an option about how a buy-out is to be distributed, he or she should consider the impact of both payroll taxes and income tax on the payments. Employees with questions in this regard should contact the payroll department of their railroad employer and/or the Internal Revenue Service.

9. Would an employee be able to receive unemployment or sickness benefits paid by the Railroad Retirement Board after accepting a separation allowance?

An employee who accepts a separation allowance cannot receive unemployment or sickness benefits for roughly the period of time it would have taken to earn the amount of the allowance at his or her straight-time rate of pay. This is true regardless of whether the allowance is paid in a lump sum or installments. For example, if an employee's salary was - 3,000 a month without overtime pay and the allowance was $12,000, he or she would be disqualified from receiving benefits for approximately 4 months.

10. Can an employee receive unemployment benefits after his or her separation allowance disqualification period has ended?

An employee who has not obtained new employment by the end of the disqualification period and is still actively seeking work may be eligible for unemployment benefits at that time. The employee must meet all the usual eligibility requirements, including the availability for work requirement. An employee can establish his or her availability for work by demonstrating a willingness to work and making significant efforts to obtain work. In judging the employee's willingness to work, the Board considers, among other factors, the reason the employee accepted the separation allowance and the extent of his or her work-seeking efforts during the disqualification period.

11. How would the acceptance of a dismissal allowance affect an employee's eligibility for unemployment and sickness benefits?

Payments made under a dismissal allowance would be considered remuneration under the Railroad Unemployment Insurance Act and the employee would not be eligible for unemployment or sickness benefits during the period the dismissal allowance is being paid. The employee may, of course, be eligible for benefits after the end of this period if he or she is still actively seeking work or is unable to work because of illness or injury.

12. Where can employees get more specific information on how benefits payable by the Board are affected by a buy-out?

Employees should contact the nearest field office of the Railroad Retirement Board for information as to how a buy-out they have been offered could affect their eligibility for benefits. However, Board personnel are not equipped to advise on other financial or personal factors, which may also bear consideration. Most Board field offices are open to the public from 9:00 a.m. to 3:30 p.m., Monday through Friday.

"I assure you madam, if someone were tied to our tracks, we would stop."

Labor History

MORE THAN A GAME

by Daniel Katz

At the conclusion of a three-week strike which began in August of 1933, more than twenty-five hundred Black and two thousand Spanish-speaking dressmakers joined Local 22 of the International Ladies' Garment Workers' Union (ILGWU). This wildly successful organizing strike helped usher in an era of modern industrial unionism in the United States during which unions organized entire industries regardless of the sex, race, or ethnicity of its workers. The ILGWU grew nearly fivefold in 1933 to two hundred thousand members, and Local 22, based in New York City and headed by Charles S. Zimmerman, achieved a membership of thirty thousand members in that strike alone. For the first time in the ILGWU's history Black and Spanish-speaking workers, mostly women, joined the predominantly female-and-Jewish-populated union en masse as members.

The challenge to the ILGWU at the International, Local, and shop levels was to retain workers of all races and ethnicities who joined in the organizing drives of 1933. Closed-shop union agreements were nearly impossible to enforce without the solidarity of members on the shop level. Zimmerman, following the lead of women organizers in the ILGWU such as Fannia Cohn, established a Local 22 education department in late November 1933 explicitly to build that union solidarity. Seven education centers were established at sites around the city and special attention was given to the programs aimed at the thousands of Black and Spanish-speaking workers who recently joined the ILGWU. Two centers were opened in Harlem, one each for Black and Spanish-speaking members.

Within months thousands of union members and their families were attending weekly classes in trade unionism, history, literature, and English. Members formed athletic leagues, mandolin orchestras, a Spanish chorus, a Harlem chorus, and a brass band. Local 22's education program included trips to the theater, museums, and to the Unity House the ILGWU resort in the Pocono Mountains. In all these activities, Black, Spanish-speakers, and members from various ethnic and racial groups were explicitly encouraged to participate. The union celebrated the rich diversity of its membership through festivals, parades and dances. In this way the union sought to integrate workers' union identity with their ethnic and racial identities, often winning the support of outside community groups and leaders. Local and international union newspapers regularly depicted Black and Spanish-speaking members participating in the social, recreational, educational, and political life of the union.

Local union classes provided opportunities for women to expand their leadership roles within the local union and on the shop level. The public speaking class, for example, was designed specifically to create an Active Speakers Group that traveled

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CHANGE OF STATUS FORM

Please advise us of any changes. If you move or if the mailing label on this issue of The Signalman's Journal fails to reflect a current address or receiving party, please fill out this form, tape or paste the mailing label in the space provided and mail the form to:

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Mount Prospect IL 60056-9048
Attn. Records Dept.

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Street or Box No. _____

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Local No. _____ **Cert. No.** _____

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(Check appropriate member status)

Attach mailing label or write information here:

...Labor History

(Continued on next page)
from shop-to-shop spreading news, recruiting for activities, or mobilizing for mass action. Local 22 depended on these representatives to maintain organization and mobilize workers. Volunteer committees were likewise organized to patrol shops to enforce contract provisions, especially maximum hours and restricted work days. The Union Defenders Committee, as it was called, included many women empowered to report violations by employers and complicit members. Although these committee members did not assume traditional public leadership positions, they helped maintain their union's community center.

Several Black women emerged to assume traditionally-defined leadership roles in Local 22. Lillian Gaskin, Violet Williams, Gussie Stanford, and Edith Ransom, were elected to the Local 22 Executive Board in 1934. Edith Ransom, who was elected to the paid position of business agent in 1935 and Eldica Riley both chaired important committees in the union and helped to form the Negro Labor Committee in 1935. And Local 22 member Maida Springer Kemp began as a Local 22 education department activist, became the education director for another ILGWU local union, was elected to the post of Local 22 business agent, and eventually represented the American Federation of Labor as an emissary to England in 1945, and in 1955 as an emissary of the AFL-CIO to Africa.

The example of Local 22 demonstrates how important it was to build solidarity in a diverse union by opening up space for workers of various racial and ethnic backgrounds to celebrate their ethnic and racial cultures, interact with one another, and take responsibility for the building of their union. The strength of the union in the 1930s depended upon programs in which workers and their families were not just playing games, dancing, and singing songs, but learning to appreciate and trust one another as union members.

Random Drug and Alcohol Testing: 1999 Minimum Testing Rate

Under the Federal Railroad Administration's regulations on drug and alcohol testing, each year the FRA Administrator determines the minium annual percentage rate for random drug and alcohol testing for the rail industry. Currently, the minimum rates for both drug and alcohol random testing are set at 25 percent.

After reviewing the rail industry drug and alcohol management information system (MIS) data for 1996 and 1997, as well as data from compliance reviews of rail industry drug and alcohol testing programs, the Administrator has determined that the minimum annual random drug and alcohol testing rates for the period January 1, 1999 through December 31, 1999 will remain at 25 percent of covered railroad employees.

Railroad Crafts Scholarship Information

In 1995 the Joint Railroad Craft Scholarship Foundation was established to provide financial aid to children of active, retired or deceased railroad employees who would be unable to attend college without such assistance. The number of people dedicated to this very worthy cause increases every year, as does the number of fund-raising events.

The scholarship program is available to all crafts from all railroads. To receive an application for the upcoming year, please contact:

The General Committee of Adjustment
BNSF Railway Company
Santa Fe Committee
611 North Broadway
Joshua, Texas 76058
Phone: (817) 426-9003
Fax: (817) 426-9006

Applications must be returned by April 15, 1999 for consideration of scholarships to be awarded for the 1999/2000 school year. The applications will be reviewed and scholarships granted by the Foundation Committee during a meeting in May, 1999.

1999 Harzardous Materials Training

The George Meany Center for Labor Studies will be conducting five, four-day hazardous waste/ chemical emergency response training programs at the Center's campus in Silver Spring, Maryland. The training is scheduled for the following dates

March 14-18 **May 16-20** **July 11-15** **August 8-12** **August 22-26**

This training addresses the required procedures and different levels of response and worker protection in case of a hazardous materials release. Training also includes advanced classroom instruction as well as intensive hands-on drills, including a simulated hazmat response in full safety gear.

Under the terms of the federal grant which makes this training possible, transportation, lodging, and meals are provided for all program participants. In addition, participants who are not full-time union staff will be provided a stipend of $107.00 for each of the four days of training. Any BRS member interested in applying may fill out the application form and return it to:

Brenda Cantrell, Registrar, Hazmat Training Program
George Meany Center for Labor Studies
10000 New Hampshire Avenue Silver Spring, MD 20903

APPLICATION FORM

George Meany Center for Labor Studies
FOUR-DAY HAZMAT TRAINING PROGRAM

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

TELEPHONE: (Area Code) _____ Number: _____

Best Time to reach you at Above Number: _____

UNION: _____ LOCAL/LODGE: _____

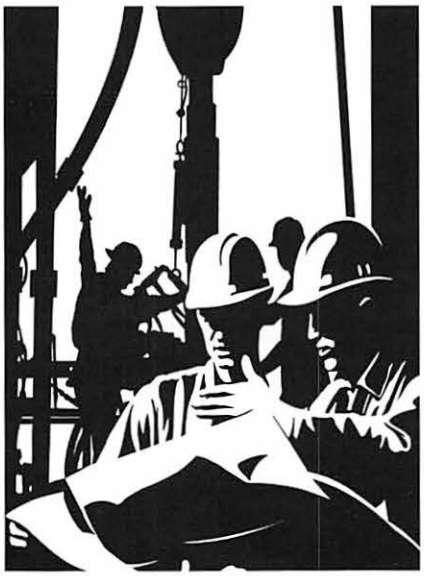
UNION OFFICER: Yes: _____ No: _____ TITLE: _____

In order of preference, please indicate choice of date:

- ☐ March 14-18, 1999
- ☐ May 16-20, 1999
- ☐ July 11-15, 1999
- ☐ August 8-12, 1999
- ☐ August 22-26, 1999

(Cut at dotted line)

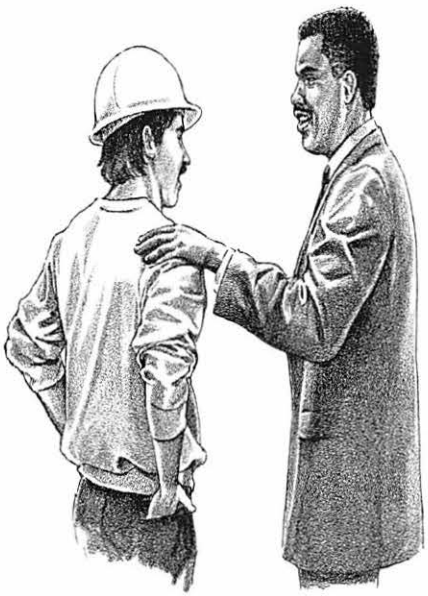
If It's a Productive Workplace



It Must be UNION

Union members know that union shops are more productive than worksites without collective bargaining agreements. But just how much more productive? According to a recent study, the average union worksite is 16 percent more productive that a non-union firm.

How to Compete: The Impact of Workplace Practices and Information, a study for the national Bureau of Economic Research by Lisa Lynch of Tufts University and Sandra Black of the Federal Reserve Bank of New York, found that in union worksites in which employee participation is an integral part of quality programs, productivity is 20 percent higher than in the average non-union firm. Regular staff meetings to discuss workplace issues, profit sharing and self-managed teamwork are behind increased productivity.



"Unions bring organization to the table," says Roy Murray, collective bargaining director for the Steelworkers. With the union structure, the workforce "is accustomed to reaching consensus" on issues such as work rules and job security. As a result, workers adapt more quickly to new team concepts.

Lynch, Black and other union experts agree on several key reasons behind high union productivity:

√ **Union workers have a greater stake in their workplace.** Many union contracts that call for worksite changes also contain job security clauses, so union members are more likely to make suggestions to boost productivity or, when necessary, to tell the boss when a plan is not likely to succeed, say Lynch and Black.

√ **Unions enable workers to communicate ideas to management.** "When there are problems, you can resolve them through discussion, negotiation or arbitration. In a union shop, workers discuss, refine, iron out the kinks and approve new plans before management implements them," says Professor Dale Belman of the University of Wisconsin-Milwaukee. But in nonunion shops, when the boss decides on a plan without input from workers, Belman says decreased productivity often results because potential problems that could have been foreseen by front-line workers were not addressed.

√ **Union workplaces have lower rates of turnover,** and productivity increases with experienced workers, according to Lynch and Black, who looked at 1,500 workplaces, 20 percent of which are unionized.

√ **Union workers are better trained.** Union workers have

more and better skills and are better trained than nonunion workers, Murray says. For example, through a partnership with employers, USWA members on worksite teams learn the skills and jobs of the other team members. This boosts productivity, Murray says, because all the workers are paid at the salary for the most skilled worker. More important, workers do not get bored because they can exchange roles.

√ **Seniority rules make it easier for skilled workers to share their knowledge with others.** Older workers whose jobs are protected by a union contract are less likely to fear teaching younger workers the skills they have learned, Murray adds, which increases the skill level of all workers.

√ **Unions limit unilateral management.** That forces managers to plan more carefully and to learn to manage better. Companies with unions soon learn they cannot boost production by increasing forced overtime, Belman says. Instead, they have to learn to manage better. That means training everyone, down to line foremen, to improve management techniques. "Numerous studies have shown that when a union is formed, the workplace gains more professional managers," Belman adds.

In the long run, Belman says, the open communication found in union shops enables discussions that allow both sides to accept the idea that as productivity goes up, everyone benefits.

For a summary of the study, go to www.nber.org. Copies of the report are $5 each from the National Bureau of Economic Research, Attention: Publications, 1050 Massachusetts Ave., Cambridge, Massachusetts, 02138; phone (617) 868-3900. Ask for working paper number 6120.

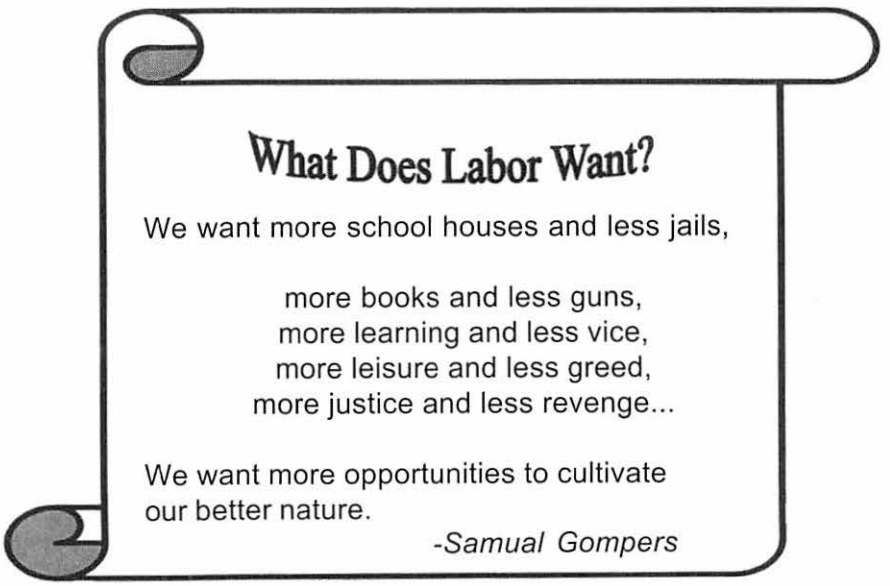
UTU & BLE Agree to Form Single Union

In an historic agreement, the United Transportation Union (UTU) and the Brotherhood of Locomotive Engineers (BLE) have adopted a Statement of Principles that will provide the foundation for a new Organization to represent North American operating employees and guarantee craft autonomy.

On November 23, 1998, the UTU Board of Directors and the BLE Advisory Board voted for unification by agreeing to a Statement of Principles.

Members of the UTU and BLE will then vote on ratification effective January 1, 2000. A majority vote from the membership of each organization returning ballots is required. American Train Dispatchers Department members will also vote to decide to become part of this newly formed union or remain separate.

The next step in the process will be to appoint five UTU and five BLE representative to a committee charged with drafting a Unification Agreement and a Constitution for the new organization by October 1, 1999.


What Does Labor Want?
We want more school houses and less jails,
more books and less guns,
more learning and less vice,
more leisure and less greed,
more justice and less revenge...
We want more opportunities to cultivate our better nature.
-Samual Gompers

Obituaries

DOUGLAS D. ANDERSON-retired member of **LOCAL 21**. Brother Anderson retired in 1990 after 46 years of service with the Kansas City Terminal Railroad. He was a Signalman at the time of retirement.

R.B. BALLARD-retired member of **LOCAL 158**. Brother Ballard retired in 1975 after 35 years of service with the Louisville & Nashville Railroad. He was a Signal Maintainer at Knoxville, Tennessee at the time of retirement.

FRANCIS BATCHELOR-retired member of **LOCAL 72**. Brother Batchelor retired in 1988 after 40 years of service with the Union Pacific Railroad. He was a Signalman at Wagoner, Oklahoma at the time of retirement.

A.W. BENNETT-retired member of **LOCAL 117**. Brother Bennett retired in 1984 after 35 years of service with Conrail. He was a Signal Maintainer at Cleveland, Ohio at the time of retirement.

FRANK W. BOBNAR-retired member of **LOCAL 193**. Brother Bobnar retired in 1982 after 30 years of service with the Union Railroad. He was a Lead Signalman at Duquesne, Pennsylvania at the time of retirement.

STEPHEN M. BROWN-active member of **LOCAL 49**. Brother Brown had 26 years of service with the Norfolk Southern Railroad. He was a Signal Maintainer at New Albany, Indiana. Brother Brown served as Local Chairman.

WILLIAM O. BROY-retired member of **LOCAL 148**. Brother Broy retired in 1981 after 38 years of service with the Chesapeake & Ohio Railroad. He was a Signalman at Richmond, Virginia at the time of retirement.

EARLE E. CHESLEY-retired member of **LOCAL 120**. Brother Chesley retired in 1984 after 42 years of service with the Boston & Maine Railroad. He was a Leading Signal Testman at Boston, Massachusetts at the time of retirement. Brother Chesley served as Local President and Trustee.

GORDON D. CHIDLEY-retired member of **LOCAL 8**. Brother Chidley retired in 1980 after 35 years of service with the Missouri Pacific Railroad. He was a Signal Inspector at Denver, Colorado at the time of retirement. Brother Chidley served as Local Chairman.

FRANKLIN H. CHURCH-retired member of **LOCAL 65**. Brother Church retired in 1989 after 28 years of service with Amtrak. He was a C&S Tester at Baltimore, Maryland at the time of retirement.

J.A. CLANCY-retired member of **LOCAL 99**. Brother Clancy retired in 1971 after 28 years of service with the Southern Pacific Railroad. He was a Signal Maintainer at Mexia, Texas at the time of retirement.

DONALD T. COCHRAN-retired member of **LOCAL 55**. Brother Cochran retired in 1979 after 39 years of service with the Norfolk & Western Railroad. He was a Signal Maintainer at Jacksonville, Illinois at the time of retirement.

DANIEL J. "DAN" DAILEY-retired member of **LOCAL 59**. Brother Dailey had 25 years of service with the Erie-Lackawana Railroad and Conrail. He was a Signal Maintainer at Pittston, Pennsylvania at the time of retirement.

WILLIAM C. DAILEY-retired member of **LOCAL 145**. Brother Dailey retired in 1972 after 30 years of service with the Erie-Lackawana Railroad. He was a Signal Maintainer at Stroudsburg, Pennsylvania at the time of retirement.

REXFORD K. DEARBORN-retired member of **LOCAL 120**. Brother Dearborn retired in 1967 after 43 years of service with the Boston and Maine Railroad. He was a Leading Signal Maintainer at Manchester, New Hampshire at the time of retirement.

ALFRED M. EZZELL-retired member of **LOCAL 16**. Brother Ezzell retired in 1973 after 28 years of service with the New Jersey Transit and CSX Railroad.

CHARLES E. FLETCHER-retired member of **LOCAL 43**. Brother Fletcher retired in 1971 after 33 years of service with the Chicago & North Western Railroad. He was a Signal Maintainer at Oskaloosa, Iowa at the time of retirement.

JAMES HALTON-retired member of **LOCAL 34**. Brother Halton retired in 1968 after 42 years of service with the N.Y., N.H. & H Railroad. He was a Signalman at Port Chester, New York at the time of retirement.

DAVID W. HANEY-retired member of **LOCAL 161**. Brother Haney retired in 1979 after 39 years of service with the Atchison, Topeka & Santa Fe Railroad. He was a Signal Inspector at Clovis, New Mexico at the time of retirement.

C.H. HEINLY-retired member of **LOCAL 65**. Brother Heinly retired in 1974 after 45 years of service with the Penn & Penn Central Railroad. He was an Inspector

C&S at York, Pennsylvania at the time of retirement.

BEN F. JOHNSON-retired member of **LOCAL 121**. Brother Johnson retired in 1969 after 43-1/2 years with the Sante Fe Railroad. He was a Signal Maintainer at Gainesville, Texas at the time of retirement. Brother Johnson served as Local Chairman and Local Trustee.

WADE C. JOHNSON, JR.-retired member of **LOCAL 16**. Brother Johnson retired in 1982 after 36 years of service with the Seaboard Coast Line Railroad. He was a Signal Inspector at Ocala, Florida at the time of retirement.

WALTER F. JOHNSTON-retired member of **LOCAL 49**. Brother Johnston retired in 1981 after 34 years of service with the Southern Railroad. He was a Signalman at Louisville, Kentucky at the time of retirement. Brother Johnston served as Local Chairman.

ROBERT H. KISTNER-retired member of **LOCAL 106**. Brother Kistner retired in 1986 after 28 years of service with Amtrak. He was a Maintainer C&S at Lancaster, Pennsylvania at the time of retirement.

GUY P. LEWIS-retired member of **LOCAL 229**. Brother Lewis retired in 1989 after 38 years of service with the Union Pacific Railroad. He was a Signal Maintainer at Modesto, California at the time of retirement.

LLOYD J. MANNIGEL-retired member of **LOCAL 9**. Brother Mannigel retired in 1973 after 42 years of service with the Chicago & North Western Railroad. He was a Signal Maintainer at Iron Mountain, Michigan at the time of retirement. Brother Mannigel served as Local President.

THOMAS A MURPHY-retired member of **LOCAL 153**. Brother Murphy retired in 1971 after 26 years of service with the Southern Pacific Railroad. He was a Signalman Machinist at San Jose, California at the time of retirement.

SIDNEY F. PHILLIPS-retired member of **LOCAL 77**. Brother Phillips retired in 1992 after 46 years of service with the Norfolk-Southern Railroad. He was a Signal Maintainer at Starkey, Virginia at the time of retirement.

JOSEPH A. PRAZENICA-retired member of **LOCAL 135**. Brother Prazenica retired in 1979 after 37 years of service with the Chesapeake & Ohio Railroad. He was a Signal Inspector at Richmond, Indiana at the time of retirement.

FRANK L. RETTINGER-retired member of **LOCAL 77**. Brother Rettinger retired in 1983 after 36 years of service with the Norfolk-Southern Railroad. He was a Signal Maintainer at Columbus, Ohio at the time of retirement.

ROBERT S. ROBINSON-retired member of **LOCAL 18**. Brother Robinson retired in 1964 after 33 years of service with the Penn Central Railroad. He was a Lead Signalman at Philadelphia, Pennsylvania at the time of retirement. Brother Robinson served as Local President.

WILLIAM E. ROSSMAN-retired member of **LOCAL 216**. Brother Rossman retired in 1974 after 28 years of service with the Chessie System Railroad. He was a Signal Maintainer at Wallbridge, Ohio at the time of retirement.

VINCENT P. SPIRI-retired member of **LOCAL 40**. Brother Spiri retired in 1981 after 35 years of service with the Penn Central Railroad & Conrail. He was a Foreman C&S at Pitcarin, Pennsylvania at the time of retirement.

B.M. STIPP-retired member of **LOCAL 157**. Brother Stipp retired in 1975 after 38 years of service with the Cotton Belt Railroad. He was a Signal Foreman at Pine Bluff, Arkansas at the time of retirement. Brother Stipp served as Local President, Recording/Financial Secretary and was the first General Chairman for Local 157 when the Union organized on the Cotton Belt.

E. THOMAS-retired member of **LOCAL 40**. Brother Thomas retired in 1983 after 41 years of service with the Penn and Penn Central Railroads and Conrail. He was a Signalman at Latrobe, Pennsylvania at the time of retirement.

F.E. THOMPSON-retired member of **LOCAL 128**. Brother Thompson retired in 1974 after 48 years of service with the Chesapeake & Ohio Railroad. He was a Lead Signalman at Barboursville, West Virginia at the time of retirement. Brother Thompson served as Local President and Local Chairman.

AL A. WELLE-retired member of **LOCAL 154**. Brother Welle retired in 1980 after 33 years of service with the Great Northern and Burlington Northern Railroad. He was a C.T.C. Signal Maintainer at Nolan, North Dakota at the time of retirement.

WILBUR H. WINGFIELD-retired member of **LOCAL 77**. Brother Wingfield retired in 1971 after 37 years of service with the Norfolk & Western Railroad. He was a Signalman at Roanoke, Virginia at the time of retirement.

JOHN A. ZIELINSKI-retired member of **LOCAL 123**. Brother Zielinski retired in 1986 after 32 years of service with the Chessie System Railroad. He was a Signal Maintainer at Dearborn, Michigan at the time of retirement.

Agency Axes Rail Labor Rights

The following are excerpts from an opinion-editorial by Transportation Trades Department President Sonny Hall that ran in the Journal of Commerce October 26, 1998.

As Norfolk Southern and CSXT continue to digest the remains of Conrail, rail workers are facing a serious problem that will surely cause economic indigestion. Their contract rights are on the chopping block and the Surface Transportation Board is actually swinging the ax.

In giving the OK to Conrail's breakup, the STB refused to preserve the rights of employees who made the carrier worth more than $10 billion. This decision reflects an alarming pattern: in the past 15 years, the agency has authorized the cancellation of private collective-bargaining agreements in every merger or acquisition it has approved.

What the board has done is abandoned its duty to strike a balance between legitimate private interests and the larger public good.

Worse yet, the STB is marching backward, exercising less restraint than railroad regulators did in the beginning of the 20th century when unsavory conduct by the early rail carriers gave rise to federal regulation.

For almost 50 years, the Interstate Commerce Commission - the Surface Transportation Board's predecessor agency - did not inject itself into collective bargaining issues. It left them, appropriately, to be negotiated under the dictates of the Railway Labor Act.

But in 1983, without any new mandate from Congress, the ICC suddenly decided it had "extensive and self-executing authority" to duck labor and other laws, throwing out any employee contract "necessary" for a carrier to complete its merger or acquisition.

In a recent CSXT case, the railroad asked the agency to break an agreement so it could transfer jobs to a far-away state without having to bargain with the union. Worse yet, an eight-year-old merger decision was held out as the justification to trample on workers' private contract rights.

Without exception, the ICC/STB has acceded to carrier wishes and has never required a railroad to present evidence of the effects of moving employees from one collective bargaining agreement to another, or to no agreement at all.

This dereliction of duty is premised on the ludicrous notion that promoting efficiency in our rail transportation system is synonymous with advancing carriers' economic needs.

The carriers know when they have a good thing and how to protect it. And STB members and senior staff are well aware that prescribing to the "carrier is always right" theory has inspired job offers in the industry they regulate.

The irony is rich: emboldened by the STB's advocacy, carriers now bypass the collective-bargaining process and go straight to the agency to change labor agreements in their favor.

So, as past and future mergers are played out, mega-rail corporations will be free to do what they want with their employees. Workers who thought they were protected by contracts they negotiated will instead be at the mercy of powerful corporations and a government seemingly unconcerned with their plight.

Sound familiar? More than 100 years ago, this was the modus operandi of the robber barons, the monopolists who built American railroads on the mistreated backs of workers.

Little has changed. Today, the STB is undermining its explicit mandate to protect the public interest by fostering the types of abuses that harmed workers more than a century ago.

The jobs and rights of tens of thousands of workers are on the line. Dealing fairly with these people is a big part of what our government is supposed to do. It's called the public interest, and current and future STB members must be forced to understand what the term means or be replaced with appointees who do.

At the IRS we solve problems 24 hours a day.
Call our hotline 24 hours a day, seven days a week. Or visit our Web site for answers.
For tougher problems, there's our Problem Resolution Program with your own personal advocate.
IRS toll-free hotline
1-800-TAX-1040
Web site www.irs.ustreas.gov
The Internal Revenue Service
Working to put service first

Continuous Membership

The Brotherhood of Railroad Signalmen, in recognition of BRS members' contributions to the Signalman's craft and their dedication to the principle of trade unionism, has established a Continuous Service program to honor longtime BRS members. Continuous service lapel pins are presented to members every five years, beginning with their 25th year of membership.

The following is a list of the members who recently received Continuous Service pins in recognition of their years as BRS members:

45 YEARS	**LOCAL**
L.A. Webster	104
J.B. Moak	107
J.E. Fazel	183
H.A. Byrd	49

40 YEARS	**LOCAL**
C.D. Smith	108
R.W. Hunsley	81
B.L. Daniel	157
W.H. Bennett Jr.	114
W.F. Cox	116
B.G. Brandon	104

35 YEARS	**LOCAL**
V.H. Yost	119
M.E. Schwede	87
J.R. Quinn	40
R.C. Hawkins	103
C.A. Franklin	34
D.H. Cockerham	172
D.R. Wise	179
B.W. Smith	110
J. Rogo Jr.	18
E. Nicolai Jr.	152
P.G. McMahan	72
D.A. Lekse	87
R.A. Cutler	111
V.D. Bradford	179
A.L. Barclay	16
K.H. Adams	134
K.E. Thomas	104
M.M. Mayfield	41
G.L. Lint	2
R.D. Kuchcinski	214
J.V. Hiner	2
R.G. Cutler	111
B.P. Checorski	102

30 YEARS	**LOCAL**
L.W. Peters	19
G.B. Moore	94
R.L. Matthews	16
J.R. Lill	84
D.O. Jones	141
R.C. Jackson	81
R.G. Hunt	162
R.E. Horvath	153
J.D. Highfill	72
M.O. Darling	38
J.L. Warren	182
R.R. Tucker	72
J.E. Skudlarek	134
L.A. Simon	111
T.D. Pollitt Jr.	52
D.A. McCauley	31
L.D. Jensen	154
L.M. Hanson	183
R.D. Hall	31
T.Y. Fisher	179
J.E. Deal	16
D.L. Clapp	129
R.V. Buscher	72
J.D. Buck Sr.	14
T.R. Breeden	148
R.A. Wuelling	72
L.J. Wilson	33
V. Van Artsdalen	179
D.L. Trachsel	72
R.E. Simpson	188
G.L. Sibigtroth	103
J.R. Seiber	94
C.L. Rutledge	81
D.C. Odum	132
T.C. Miller	152
L.O. Mertens	188
R.D. Hodges	16
T.L. Hirte	51
E.R. Heighton	52
W.W. Barton	133

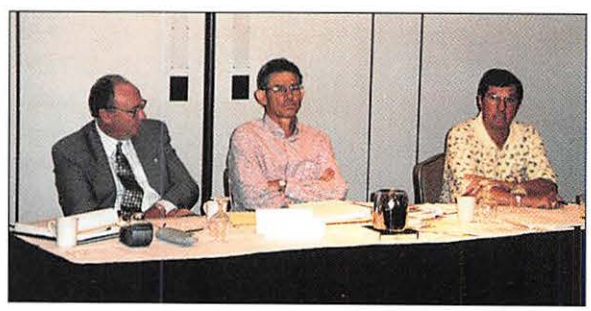
25 YEARS	**LOCAL**
H.L. Walker	33
S.A. Troesser	72
J.D. Stormer	10
T. Stewart	155
S.W. Riddle	42
J.A. Pinkston	16
I.R. Pena	99
J.I. Morrell	7
J.P. Mellish	60
M.D. McNew	45
L.D. Honeycutt	49
D.P. Haring	53
C.R. Hagler	16
M.D. Grubbs	71
K.M. Glasgow	99
D.J. Feucht	227
R.J. Connolly	193
D.P. Buker	120
A.G. Borleis	48
R. Bankowski	28
R.T. Addleman Jr.	8
F.L. Williams	16
G.D. Wheaton	136
J. Watson	76
M.D. Warner	208
K.W. Underwood	16
D.S. Snipes	119
G.H. Shields	20
R.J. Seifert	68
D.E. Roper	104
G.W. Peterson	136
S.L. Parker	49
G.L. Olson	154
R. McAdams	76
R.J. Lowe	129
D.J. LaMorte	3
J.W. Giddens	16
R.R. Foley	8
A. Dellarciprete	120
M.W. Cocke Jr.	16
M.D. Cline	94
B.O. Chapman	136
R.J. Calabrese	173
L.S. Benton	33
R.D. Wilson	26
S.L. Welch	81
T.C. Vorndran	60
W.R. Vodden	108
D.A. Sage	121
K.D. Ross Sr.	206
W.C. Regner	9
F. Pesce	76
H.B. Peacock Jr.	16
J.L. Leeth	28
V. Kalen	28
J.W. Hollingsworth	16
F.D. Hall	13
T.K. Grossnickle	8
L.J. Grano	56
L.D. Goff	31
E.M. Dianna Jr.	26
M.D. Dake	129
C.S. Cook	129
A.L. Carter	19
T.L. Blanton	228
T.C. Bigley	227

Local and General Committee Meetings

(center) Newly initiated member Gregory Ray looks on as (r-l) UP General Chairman Ted Macken congratulates Willie Torrence Jr. upon his membership into Local 130.

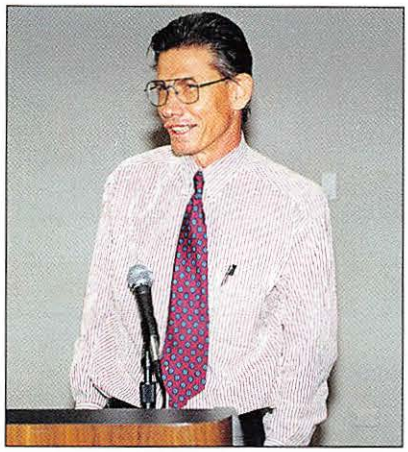
Local 130 members listen as the Local Chairman explains the activity of the Local Grievance Commitee during the last quarter.

The attendees of Local 130's annual Dinner Dance pause for a picture.



South West General Committee members meet in Reno, Nevada to review the UP/SP agreement.

General Chairmen's Meeting

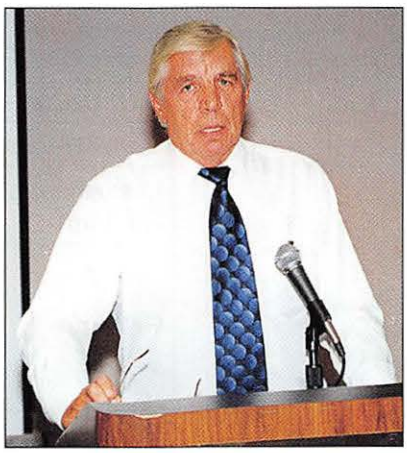


Vice President Grand Lodge George Jones

President Dan Pickett

Secretary Treasurer Richard Foley

Northeast Vice President Dennis Boston



West Vice President Val Van Artsdalen

Southeast Vice President Floyd Mason

BRS General Chairmen listen intently as President Dan Pickett speaks on the state of the Brotherhood.

CLOTH EMBLEM of BRS logo has white letters with red and black border, steam and diesel locomotives and green-over-red searchlight signal. Ideal for hats and jackets!

COASTERS are 3-inch diameter plastic with full-color BRS logo.

BRS MASTER NATIONAL AGREEMENT BOOK contains the basic provisions of national agreements negotiated with U.S. railroads and the BRS. The loose-leaf binder with 2-inch rings makes it easy to update or add additional materials, such as local agreements.

SIGNAL TRAINING COURSE as developed by Canadian National Ry., is used in signal training programs by many U.S. railroads. This modern premier training manual contains 4 volumes and 31 sections in one 3-inch binder. (copyrighted)

HISTORY OF THE BRS, *"THE FIRST 75"* as written by the late A.E. Lyon, who was BRS president 1934-1945. Contains the Brotherhood's history from its formation in 1901 through 1976. BRS members will enjoy reading about their Brotherhood's history and development.

BELT BUCKLE made of solid brass with BRS logo.

KEY TAGS made of solid brass with BRS logo and bound leather backing.

LAPEL PIN/TIE TACK has the BRS searchlight signal logo with outline and letters in gold. 5/8" in diameter. Makes an ideal hat pin!

DECALS have the BRS searchlight logo and are available in two diameter sizes - 2" & 4". The 2" decals have a **reflective** image of the BRS searchlight signal and are the perfect size for hard hats. The 4" decals have a **non-reflective** image of the BRS searchlight signal and are the perfect size for windows and bumpers. These pressure-sensitive decals are long-lasting and easy to apply.

GOLF CAPS have the BRS cloth colorlight emblem stitched into the front. Made of medium-weight cotton, they have an adjustable head band and come in six attractive colors (White, Black, Red, Grey, Brown Camouflage and Green Camouflage).

GOLF SHIRTS are made of a cotton/polyester blend and have the BRS colorlight logo embroidered in red and green. These comfortable shirts have a right hand breast pocket and are available only in white and in men's sizes.

WINDBREAKERS made of lightweight red nylon, have the cloth BRS colorlight emblem, two slash pockets, elastic wrist band and a bottom drawstring.

SPORTS STYLE JACKETS have a medium-weight polyester/cotton blend shell with a nylon lining, elastic wrist and waist bands. Embroidered four-color BRS emblem. Available in light grey only.

WOOL/LEATHER BRS JACKETS have a heavyweight wool shell, a nylon lining, with leather sleeves and collar. Embroidered four-color BRS emblem. Available in black only.

Minimum order accepted is $15.00 (U.S. Funds)

Make check or money order payable to:

Brotherhood of Railroad Signalmen

Mail payment and order to:

Brotherhood of Railroad Signalmen
Box U
Mount Prospect, IL 60056-9048

NAME _____

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The Signalman's Store

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Cloth Emblems			$ 2.50	
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BRS Master National Agreement (loose-leaf binder)			10.00	
Signal Training Course CN Edition - 4 volumes with binder			50.00	
History of the BRS *"The First 75"*			10.00	
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Windbreakers	Small		22.50	
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Sports Style Jackets	Med.		45.00	
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	XX-Lg.		150.00	
TOTAL AMOUNT ENCLOSED				

FELA Directory - BRS Counsel

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W. D. Pickett, President, Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

***Bold** print denotes additions or changes since the last issue of the Journal.*

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W.C. Tucker Jr.
Lucs, Alvis & Walsh
Two Chase Corporate Drive
Suite 460
Birmingham, AL 35244
(205) 733-1595
Fax (205) 733-8683

CALIFORNIA

James F. Gilwee
The Crow Law Firm
700 E Street
Sacramento, CA 95814-1209
Tel. (916) 441-2980
800-345-2889 (CA),
800-445-2889

Jay A. Kaplan
Kaplan Law Corporation
5909 W. 3rd St.
Los Angeles, CA 90036
Tel. (213) 930-2744,
800-552-7526

Frederick L. Nelson
Hildebrand, McLeod & Nelson
414 - 13th St.
Oakland, CA 94612-2603
Tel. (510) 451-6732
800-448-7575 (CA),
800-447-7500

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Denver, CO 80011-8399
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800-421-6859 (CO),
800-325-4014

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Petro & Petro
310 S. Michigan Ave., Suite 1310
Chicago, IL 60604
Tel. (312) 362-9596,
800-472-5729

Daniel J. Downes
Hoey, Farina & Downes
542 S. Dearborn, Suite 200
Chicago, IL 60605
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888-425-1212
Fax (312) 939-7842

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Boston, MA 02110
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Koenig & LeNeave
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Minneapolis, MN 55402
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Kansas City, MO 64105-1992
Tel. (816) 221-5666, 800-821-5257 Fax:(816) 221-5259

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Bauer & Baebler
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St. Louis, MO 63101
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Fax(914) 948-FELA

Michael Flynn
Elkind, Flynn & Maurer
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Garden City, NY 11530
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Fax (516) 877-1177

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Columbus, OH 43230
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800-346-5729

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1400 Renaissance Center
1350 Euclid Avenue Suite 1400
Cleveland, OH 44115-1817
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Coffey & Kaye
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Bala Cynwyd, PA 19004
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800-334-2500

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Kleeman & Ablooser
The Carlton House, Suite 350
1819 John F. Kennedy Blvd.
Philadelphia, PA 19103
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800-221-5697

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Pittsburgh, PA 15219
Tel. (412) 471-3740

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Jones & Granger
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Houston, TX 77024
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800-392-0620 (TX),
800-231-3359

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Johnson & Hatch
10 West Broadway, Suite 400
Salt Lake City, UT 84101
Tel. (801)-363-6363,
800-574-6310

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Moody, Strople & Kloeppel
Commerce Bank Building,
Suite 300
500 Crawford Street
P.O. Box 1138
Portsmouth, VA 23705
Tel. (757) 393-4093,
800-368-1033

Eddie W. Wilson
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1294 Diamond Springs
P. O. Box 5369
Virginia Beach, VA 23455
Tel. (804)460-7776
800-752-0042

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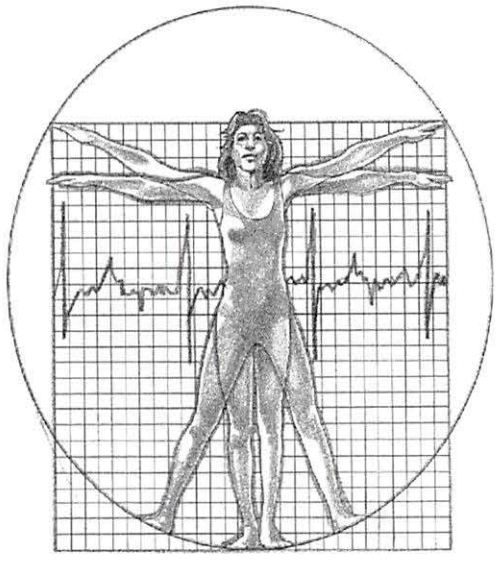
Alper, Mann & Weisbaum
1730 K Street, N.W. Suite 1107
Washington, DC 20006
Tel. (202) 298-9191
Fax (202) 290-9194
800-747-6266

BRS BENEFITS DIRECTORY

Where to file claims for all United HealthCare Insurance policies except Plan D:



United HealthCare
Railroad Claims
P.O. Box 30985
Salt Lake City, UT
84130-0985

1-800-842-5252

Where to file claims for United HealthCare Plan D (Under Policy GA-23111):

All claims under GA-23111, Plan D, will be processed in United HealthCare's Salt Lake City office. The new address and telephone number is:

United HealthCare
P.O. Box 30404
Salt Lake City, UT
84130-0404
1-800-809-0453

MetLife Policy GA-23000 Life Insurance Claim Information
MetLife
P.O. Box 6122
Utica, NY 13504-6122
1-800-310-7770

United HealthCare Policy GA-23000
Patient Advocate Program:
1-800-842-4555
United HealthCare Silent Witness Program
To report suspected billing fraud:
1-800-666-FRAUD

Aetna Managed Care Membership Services
P.O. Box 7064
Dover, DE
19903-1512
1-800-842-4044

Mental Health and Substance Abuse Benefits
For treatment, claims or inquiries call:
Value Behavioral Health
(VBH)
800-934-7245
(800-934-RAIL)

Supplemental Sickness Benefits under Group Policy No. R-5000
Where to file claims:
Provident Insurance Co.
Group Claims - Franchise Division
P.O. Box 182526
Chattanooga, TN 37402
1-800-542-4231
Fax: (615) 499-3429

Dental Benefits under Group Policy No. GP-12000
Where to file claims:
Aetna Life Insurance Company
P.O. Box 120
Grand Rapids, MI 49501-0120
(616) 942-6400

Managed Pharmacy Benefit
Retail pharmacy network provides medication for acute, short-term care. Mail-order prescription service provides medication for chronic, long-term care. Managed Pharmacy Benefit is available to members covered under United HealthCare Plans GA-23000, GA-23111 Plan D, and GA-46000.

Merck-Medco Rx Services
1-800-842-0070

The Collector's Corner

For Sale: Jim Beam Collectors' Decanter Train Set. Ten cars, including engine and caboose, plus some track. $500.00. Send inquires to: Robert Urban, 808 Quail Park East, Cleburne, Texas, 76031. Phone: (817) 517-5898.

Wanted: Anything and everything from the following railroads: Chicago & Alton, Alton, Missouri Pacific, MK&T, MP, and the GM&O. Please write: Robert Jones, 1114 S. Park, Sedalia, Missouri, 65301. Or E-mail: robertj@murlin.com

Wanted: Switch keys, locks, lanterns and other railroad collectibles from the CB&Q, GN, NP, SP&S, SL&SF and AT&SF. Send inquires to: Jeff S. Gilchrist, P.O. Box 631, Washtucna, WA, 99371-2464.

Wanted: Blue globe for kerosene lantern or lantern with blue globe. Send inquiries to: Joseph J. Hussey, 241 Akiba Road, Stroudsburg, Pennsylvania, 18360 or phone: (717) 620-0258.

Wanted: Locomotive Engineer/Collector is looking for any old signal publications, railroad and signal company manuals. Also any old signal hardware such as relays, searchlight or semaphore mechanisms and complete signals. Send inquiries to: Denny Dollahon, 5249 Vener Avenue, Sacramento, California, 95841-2140.

Wanted: Dwarf colorlight signal, US&S style N-2 or GRS type ME signal head. Also UPRR signal training course manuals wanted. Send inquiries to: Bob Cuozzo, Route 2 Box 75-1, Muldrow, Oklahoma, 74948.

Members who are interested in finding, trading or selling railroad memorabilia may place an ad consisting of 50 words or less with their name, address and phone number. Ads are free to members and will be published on a space permitting basis. Those members interested in placing an ad can send their correspondence to: *The Signalman's Journal, 601 W. Golf Rd., P.O. Box U, Mt. Prospect, IL, 60056.*

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Myths & Realities

Test what you know about highway-rail crossing and railroad right-of-way-safety.

Can you pass the test?

1. True or False: It is ok to walk on railroad property as long as you are not between the rails of the track?

False - Railroad property is private property. It is illegal to be there unless you are at a designated public crossing. Trains are wider than the rails of the track and may have wide loads or straps extending beyond the sides of the cars. When waiting for a train to pass at a public crossing, be sure to remain at least 15 feet from the nearest rail.

2. True or False: It is okay to cross the tracks anywhere as long as you can see 1/4 mile in each direction?

False - The only place you should cross the tracks is at a designated public crossing with a crossbuck, flashing red lights or a gate. If you cross at any other place, you are trespassing.

3. True or False: A freight train with 100 cars traveling 55 miles per hour requires a distance of one mile or more to stop?

True - After applying the emergency brakes, a train traveling at 55 miles per hour travels one mile or more before it comes to a stop. Remember, locomotives and freight cars are 4,000 times heavier than the family car, and it takes a great deal more distance for them to stop.

4. True or False: I will have plenty of time to get out of the way of an approaching train because I will hear it coming?

False - Today's trains are quieter than ever. When operating on welded rail, the familiar "clickety-clack" sound is no longer made. Also, trains do not sound the whistle continuously. By the time a locomotive engineer sees you and sounds the whistle, you may not have enough time to react. Stay away from the tracks.

5. True or False: At a crossing, the flashing red lights and gates of the active warning devices are only for the vehicles. Is it okay for a pedestrian to ignore them and cross in front of the train?

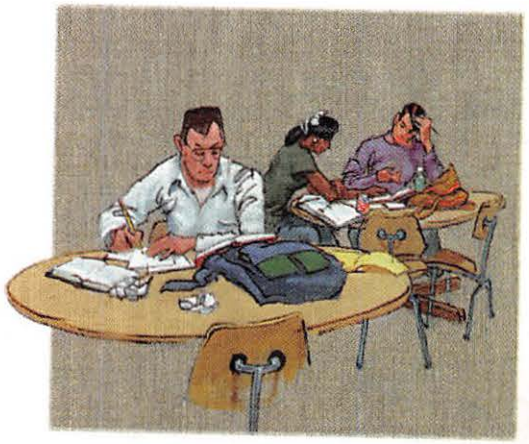
False - The signals provided by the active warning devices at highway-rail crossings apply to both motorists and pedestrians. You can be cited for failing to comply with these signals. Never walk around, or behind, lowered gates at a crossing. Wait for the lights to stop flashing before proceeding across the tracks.

6. True of False: Railroad property is public property. I have the right to use it for recreation, or as a shortcut, whenever I feel like it?

False - Railroad property is private property. If you are on railroad tracks, equipment or cars without permission, you are trespassing and are subject to criminal prosecution.

7. True or False: A locomotive is not always in front of a train?

True - Railcars can move in either direction at anytime. Trains are sometimes pushed by locomotives instead of being pulled. This is especially true in commuter and light rail passenger service.

8. True or False: It is okay for you to cross just as soon as the last car of a train passes the crossing?

False - Do not cross the tracks immediately after a train has cleared the crossing. There might be a second train coming in either direction or on another track that you cannot see because the first train blocks your vision. Wait until the first train has traveled away from you so that you can see clearly in both directions If there are flashing red lights at the crossing, never move until the lights stop flashing.